

2014 ILLINOIS EXECUTIVE EMPLOYEE ETHICS SURVEY

Report prepared by the Survey Research Office, Center for State Policy
& Leadership, University of Illinois Springfield



Executive Summary

The following sections contain an expansive analysis of the data collected by the researchers of the Survey Research Office from more than 500 individual responses from executive branch employees in the state of Illinois regarding the following aspects of the State Officials and Employee Ethics Act: Program awareness, Program effectiveness, Culture factors, and Culture Outcomes. Due to the depth of this survey as well as the large number of respondents, the study provides insightful data allowing us to discern some positive and negative aspects regarding the practice of the State Officials and Employees Ethics Act in Illinois.

Program Awareness.

On average, the majority of survey respondents indicate that they are familiar with the State Officials and Employee Ethics Act and could accurately describe the objectives of the Ethics Act. To assess the objectives of the Ethics Act, survey respondents were asked “To what extent do you believe each of the following items describes an objective of the Ethics Act” on a 5 point scale ranging from “Not at all” to “Very much so.” The three most cited objectives are: Educate employees regarding the ethics standards expected of them; Prevent violations of the ethics policies; and Ensure and strengthen the public’s trust in Government. Interestingly, individuals with supervisory experience, on average, reported more familiar on the rules of ethical conduct for executive branch employees and rated the utility of the rules more positively than non-supervisors.

Program Effectiveness.

Program effectiveness is measured by whether individuals know about ethics officer, whether they sought advice from ethics officers, the quality of the advice from the ethics officer, and whether they received ethics training. Eighty percent of survey respondents report that they are aware there are officials within their offices whose job responsibilities include providing advice to employees on ethical issues. However, employees who have worked for the state of Illinois for less than four years report the lowest level of awareness.

Fifty-seven survey respondents report that they sought ethics-related advice in the past 4 years. Of these individuals, supervisors and individuals who have worked for the state less than 4 years were most likely to rate their ethics officer as “very helpful” while those who sought ethics advice for someone other than their ethics officer had lower evaluations. Respondents who did not seek ethics advice most often cite that they either never had a question regarding ethics or were confident in their own ability to handle the situation. Additionally, eighty-nine percent of survey respondents report that they receive ethics training annually most often via computer-based methods, reference materials and in-person discussion which were also rated as the most effective ethics training methods.

Culture Factors.

Survey respondents were asked eighteen item statements to measure which evaluate whether the factors that contribute to a positive ethics culture exist within their workplace. The majority of the statements indicate a positive ethical culture within the survey respondents’ workplace. However, six item statements indicate a negative ethical culture. Three of these item statements are directly related to whether or not ethics are discussed in the workplace. The other three statements are directly related to the concept of whether the leadership is perceived to care about ethics.

Culture Outcomes.

Overall, survey respondents report positive culture outcomes. In fact, more survey respondents report a willingness to seek ethics advice than a non-willingness. More generally, the majority of survey respondents agree that “Employees here make decisions that comply with the ethics policies because of the ethics program that is in place.” Yet, when asked about unethical behaviors the most frequently cited behavior by survey respondents was “employees misusing official time.”

Table of Contents

Methodology	p. 5
Sample demographics	p. 7
Results	
Program Awareness	p. 8
Program Effectiveness	p. 11
Culture Factors	p. 16
Culture Outcomes	p. 22
Qualitative Results	p. 24
Topline Report	p. 28
Appendix	p. 68

Methodology

Survey Development

This survey is identical to the survey conducted by Executive Ethics Commission in 2007. The survey is adapted from the Federal Office of Governmental Ethics survey *Executive Branch Employee Ethics Survey 2000*.

Measures

The purpose of this survey to address four key research questions:

- 1) Program Awareness
- 2) Program Effectiveness
- 3) Culture Factors
- 4) Culture Outcomes

These measures were grouped into three survey sections: Part A addressed both program awareness and program effectiveness, Part B addressed culture factors, and Part C addressed culture outcomes. Part D of the survey instrument contained three open-ended questions addressing barriers and enablers to compliance with standards of ethical conduct. The three open-ended questions included in the survey instrument are:

- In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?
- In your opinion, what, if anything, would further assist employees to act ethically in connection with their work?
- Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness, and service to the People of the State of Illinois?

The open-ended responses to the first two questions were coded into categories using qualitative coding methodology and relying on the category of responses identified in the 2007 report. Two coders, independently, coded all of the responses into categories. For the first question, intercoder reliability measured by Krippendorff's Alpha is .812, well above the accepted limit. The second question has an intercoder reliability of .681, once again above the accepted limit.

Part E contained demographic questions gauging length of employment (less than 4 years, 4-10 years, 11-20 years, more than 20 years), whether they file an Economic Interest Statement, work location, and supervisory status.

Survey Methodology

In January 2014, the Illinois Executive Ethics Commission (EEC) contracted with the University of Illinois Springfield Survey Research Office to conduct a mail-based survey of employees in the state executive branch offices. A mail-based survey was sent to a random sample of 3085 individuals who work in the state executive branch offices. One-thousand of these individuals were assigned to sample group "A" and 2085 were assigned to sample group "B." Group "A" respondents received a mail survey with an assigned unique project identification number. The purpose of assigning unique project identification numbers to survey respondents is to allow individuals to go online and take the survey while preventing individuals from taking the survey more than once. Respondents were assured that their responses were still anonymous and that the project identification number was for tracking purposes only.

The SRO and EEC included this methodological design in this study to examine whether assigning project identification numbers affected either response rates or the type of responses received. This is especially important as survey researchers increasingly rely on online survey instruments to alleviate cost burdens. For this project, we were interested in determining whether a transition to an online survey instrument would affect the total number of responses received as well as whether it could skew the data. The topline report provides frequencies for all of the survey questions. If there were significant differences between the two groups, we provided the group scores for comparison. Only three of the survey questions had significant differences in the answers from the two comparison groups.

Survey Response Rates

The surveys for both samples were sent out on January 24th, 2014. Reminder postcards were sent out by the Survey Research Office on February 6th, 2014 and the survey was closed February 25th. The following response rates were calculated using AAPOR's Response Rate Calculator. The response rate includes an estimated proportion of cases of unknown eligibility that are eligible based on cases of known eligibility. As you can see in the table below, Sample B had a slightly higher response rate than Sample A at 19.5 percent, compared to 16.2 percent. However, the differences between the two groups are not significant.

Table 1. Response rate by Project ID assignment

	Sample A	Sample B
Total eligible responses received	149	369
Overall Response Rate	16.2%	19.5%

The SRO received two surveys from Sample A in which the respondents had blacked out their project identification number. Because we cannot confirm that these individuals only took the survey once, we marked these surveys as implicit refusals and their data is not included in the report. Overall, 122 Sample A respondents returned the mailed survey while 27 individuals chose to take the survey online.

The overall margin of error for the survey is 4.3 percent. When examining the different subgroups (sample assignment, demographics) the margin of error increases.

Data Validity Checks

The personnel at the Survey Research Office was responsible for entering all of the data into Qualtrics by student and non-student researchers. Fifteen percent of the survey responses were checked by the mail survey supervisor in order to assure the validity of the entered data.

Data Analysis

The survey results were analyzed by the Survey Research Office using the Statistical Package for the Social Sciences (SPSS) data analysis software. In order to compare the results to prior surveys, individuals who chose not to answer a question were not included in the frequencies for each of the individual questions. Yet, the total number of refusals for each question is included in the topline report.

Sample Demographics

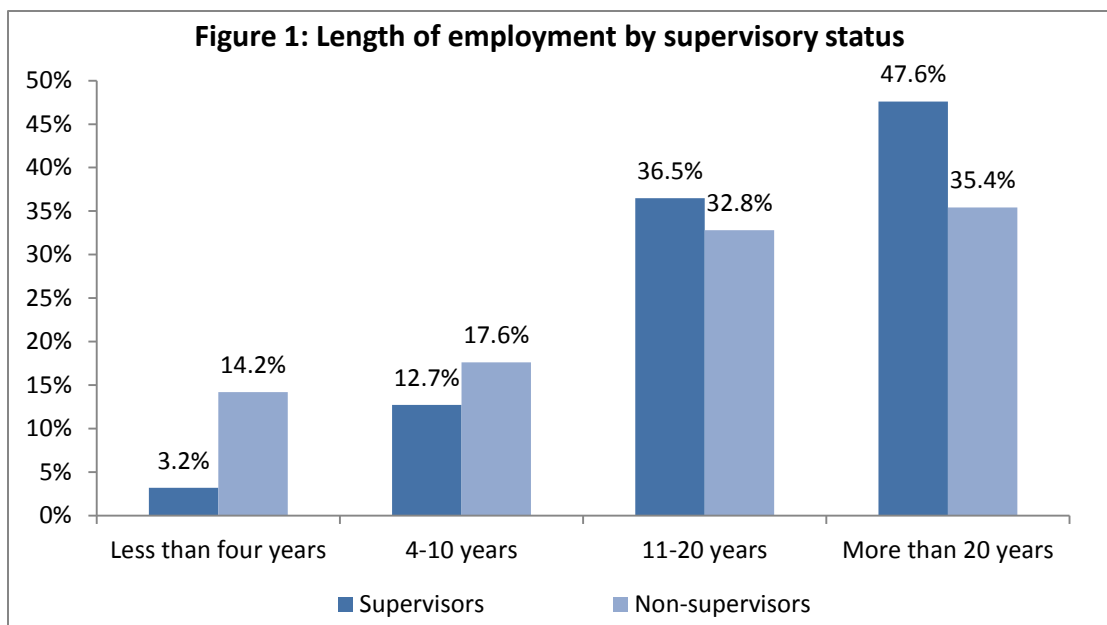
The respondents to the 2014 Executive Employee Ethics Survey vary in terms of numbers of years employed for the State of Illinois, financial disclosure responsibilities, work location, and supervisory status.

Years employed by the State of Illinois

Eleven percent of respondents reported that they have worked for the State of Illinois less than four years, compared to 16.3 percent of respondents who reported working for the state between four and ten years, 34 percent who have worked between eleven and 20 years, and 38.3 percent who reported that they have worked for the State of Illinois for more than 20 years.

Supervisory status

One-fourth of survey respondents reported that they currently hold a supervisory position. Of those who report being supervisors, almost half (47.6 percent) report that they have worked for the State of Illinois for more than 20 years, compared to 36.5 percent who have been there between 11 and 20 years, 12.7 percent who have been there 4-10 years, and 3.2 percent who have worked for the State of Illinois for less than 4 years.



Financial Disclosure Responsibilities

Slightly less than one-third of survey respondents reported that they file an Economic Interest statement, compared to 42.6 percent of individuals who reported that they are not required to file an Economic Interest Statement, and 26.1 percent who did not know their filing status.

Work Location

One-fourth of survey respondents reported working in Springfield, 17.2 percent work in Chicago, and 57.6 percent reported working in a location other than Springfield and Chicago.

Program Awareness

The first question gauging respondent awareness of the State Officials and Employee Ethics Act asks respondents to rate how familiar they are with the Act on a five point scale where 1 indicates “Not at all” and 5 indicates “Very much so.” Overall, we find that 0.8 percent of respondents report being not at all familiar while 39 percent report being “very much so.” The mean score is a 4.09 ($SD=.91$) indicating that on average, the majority of employees report being familiar with the State Officials and Employee Ethics Act. In fact, more than three-fourths of respondents (76.3 percent) report familiarity of 4 or higher.

The second set of questions asks respondents whether they believed seven specific items described objectives of the Ethics Act on a five point scale ranging from “Not at all” to “Very much so.” The seven items included were the following:

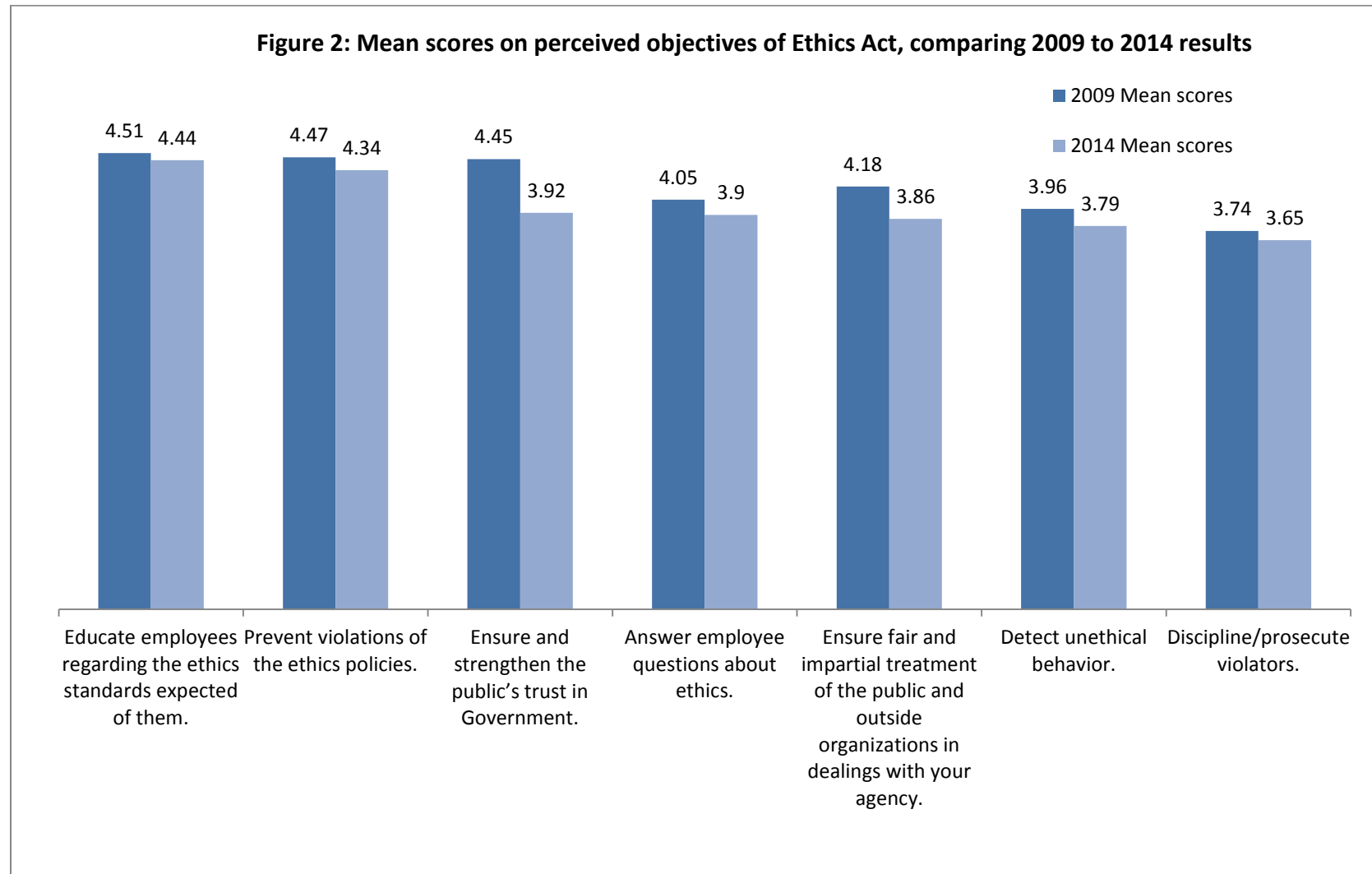
- Prevent violations of the ethics policies.
- Educate employees regarding the ethics standards expected of them.
- Ensure and strengthen the public’s trust in Government.
- Detect unethical behavior.
- Discipline/prosecute violators.
- Ensure fair and impartial treatment of the public and outside organizations in dealings with your agency.
- Answer employee questions about ethics.

The item that had the largest mean score (thus indicating that the highest percentage of respondents reported that it very much described the objectives of the Ethics Act) is “To educate employees regarding the ethics standards expected of them” ($m=4.44$, $sd=.80$). This is consistent with the 2007 report. In fact, the rankings of the items based on the mean scores of the survey respondents is very similar to the 2007 results with one exception. In 2007, “ensure fair & impartial dealings for public & outside organizations” was ranked fourth by respondents and in 2014, this item dropped to fifth and was replaced with “answer employee questions about ethics.” However, it should be noted that the difference between the mean scores is well within the standard deviation of both survey items.

The 2014 survey found that the following rank order of familiarity on the seven items.

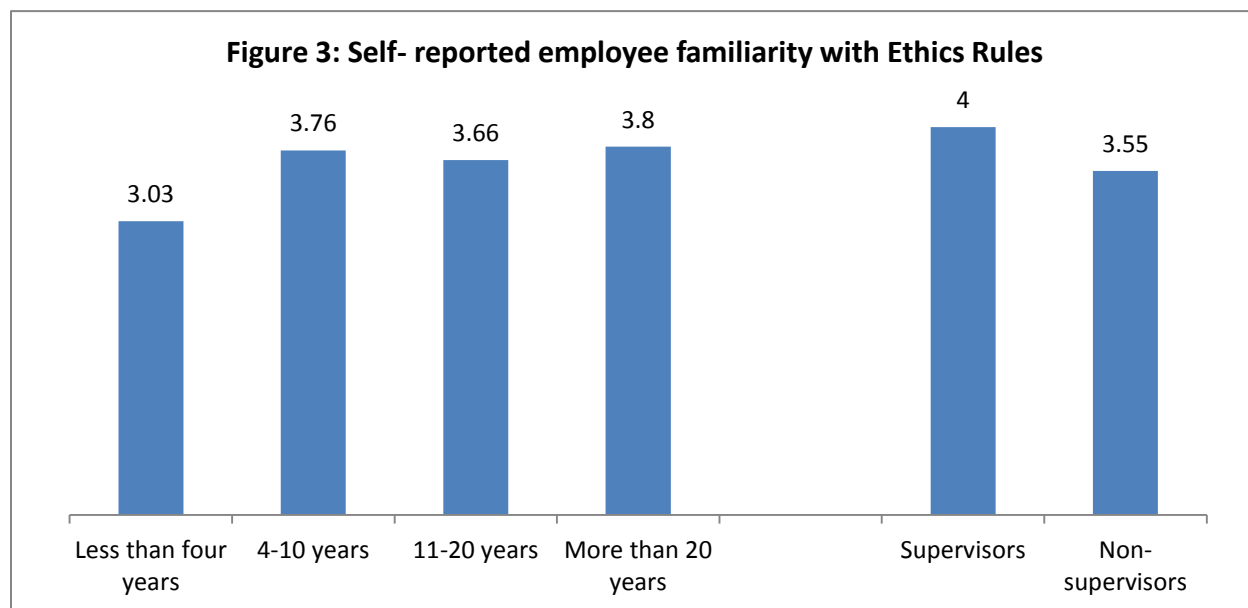
1. Educate employees regarding the ethics standards expected of them. ($m=4.44$, $sd=.798$)
2. Prevent violations of the ethics policies. ($m=4.35$, $sd=.912$)
3. Ensure and strengthen the public’s trust in Government. ($m=3.92$, $sd=1.23$)
4. Answer employee questions about ethics. ($m=3.90$, $sd=1.15$)
5. Ensure fair and impartial treatment of the public and outside organizations in dealings with your agency. ($m=3.86$, $sd=1.20$)
6. Detect unethical behavior. ($m=3.79$, $sd=1.25$)
7. Discipline/prosecute violators. ($m=3.64$, $sd=1.25$)

Figure 2 compares the difference in means of the 2007 survey results with the 2014 survey results across the seven items.



The survey also asked respondents about their overall familiarity on the rules of ethical conduct for executive branch employees and the utility of these rules in guiding their decisions and conduct in connection with their work.

The majority of employees (63.7 percent) report either a “4” or a “5” on the familiarity scale with the rules of ethical conduct for executive branch employees. Six percent of employees reported being not at all familiar, 8.5 percent rated their familiarity as a “2” and 21.2 percent rated it as a “3.” Overall, individuals who hold a supervisory position report higher levels of familiarity than those who do not hold supervisory positions (see figure 3). The differences between the two groups are significant with supervisors reporting a mean score of 4.0 on the familiarity scale ($sd=.94$) compared to non-supervisors ($m=3.55$, $sd=1.16$). In addition, the length of employment for the State of Illinois is significant related to familiarity with employees who have been there longer reporting higher levels of familiarity. As seen in figure 3, individuals who have worked for the state for more than 20 years report the highest level of familiarity while individuals who have worked there less than four years report the lowest level.



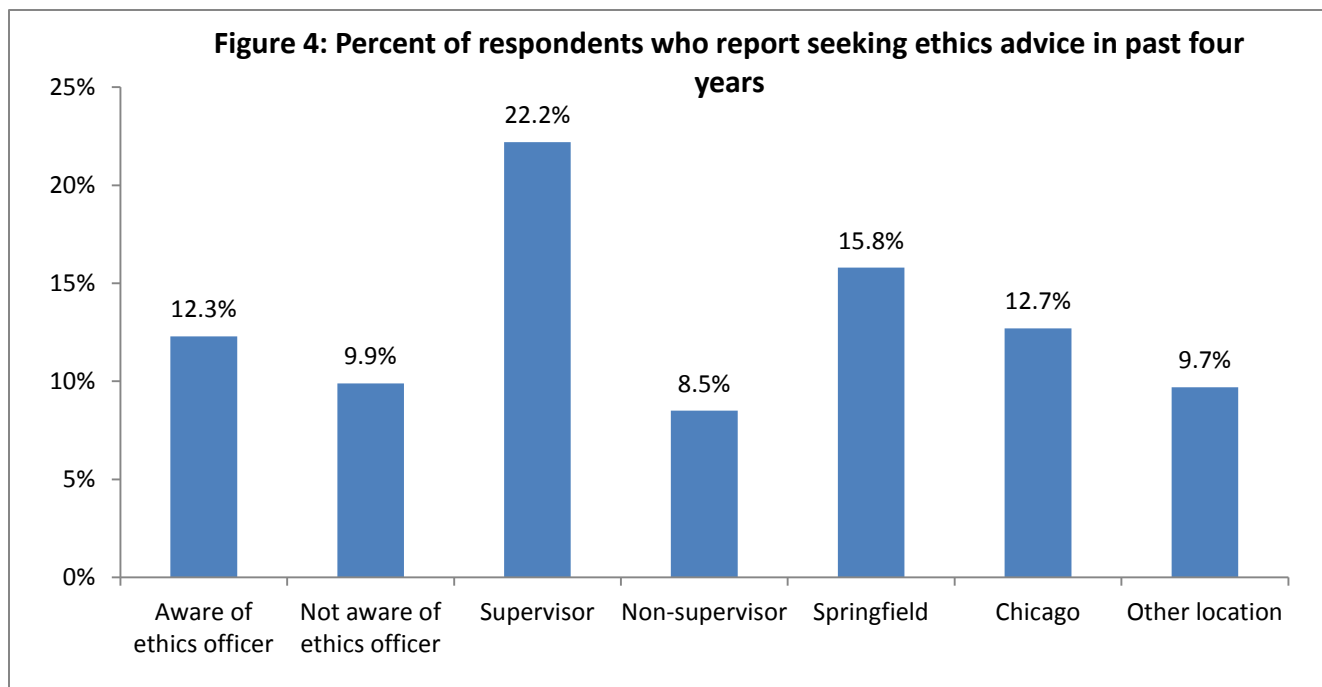
Respondents were also asked about the utility of the rules of ethical conduct in guiding their decisions and conduct. Overall, 35.5 percent of employees report that the rules are “very useful,” 29.4 percent rate the rules a “4” on a five-point scale, and 20.3 percent rate the rules a “3.” Less than fifteen percent of employees reported that the rules were either “not at all” useful or rated the rules a “2” (6.9 and 7.9 percent, respectively). Supervisors rate the utility of the rules slightly more positively ($m=3.99$, $sd=1.03$) compared to non-supervisors, ($m=3.72$, $sd=1.25$); the differences between the two groups is significant. There was not a significant difference in the utility rating by years of employment at the state.

Program Effectiveness

Certain employees, due to their office of employment and job responsibilities, seek ethics advice more than other employees. This assessment gauges program effectiveness based on whether employees seek ethics advice from the Ethics Officer or from another individual. In addition, we were interested in the assessments of those who sought ethics advice from the Ethics Officer as well as the reasons why those individuals who did not seek their ethics officers did not do so. Finally, this section also examines how often individuals received ethics training and the perceived effectiveness of the various types of training.

More than three-fourths of executive office employees (78.9 percent) report that they are aware that there are officials within their offices whose job responsibilities include providing advice to employees on ethical issues. Individuals who have worked for the state of Illinois less than four years report the lowest awareness with 63.2 percent reporting knowing about such officials, compared to 80.8 percent of individuals who have worked there more than 20 years, 81.8 percent of individuals who have worked for the state 11-20 years, and 79.5 percent of individuals who have worked there between four and 10 years. Individuals who work in Springfield-based offices report the highest level of awareness with 87.3 percent reporting that they are aware of individuals in their office whose job responsibilities include providing advice to employees on ethical issues, compared to 78.6 percent of Chicago-based employees, and 75.4 percent of employees working in other locations. Finally, supervisors are more likely to be aware of such officials compared to non-supervisory employees (88 percent compared to 75.9 percent, respectively).

As you would expect, individuals who are aware of officials with job responsibilities that include providing ethical issue advice, are more likely to report seeking ethics-related advice in connection with their work. Twelve percent of aware individuals report seeking ethics-related advice in the last four years, compared to 9 percent of individuals who are not aware. In addition, both supervisory status and work location are significant predictors of whether an individual seeks ethics-related advice (see figure 4).

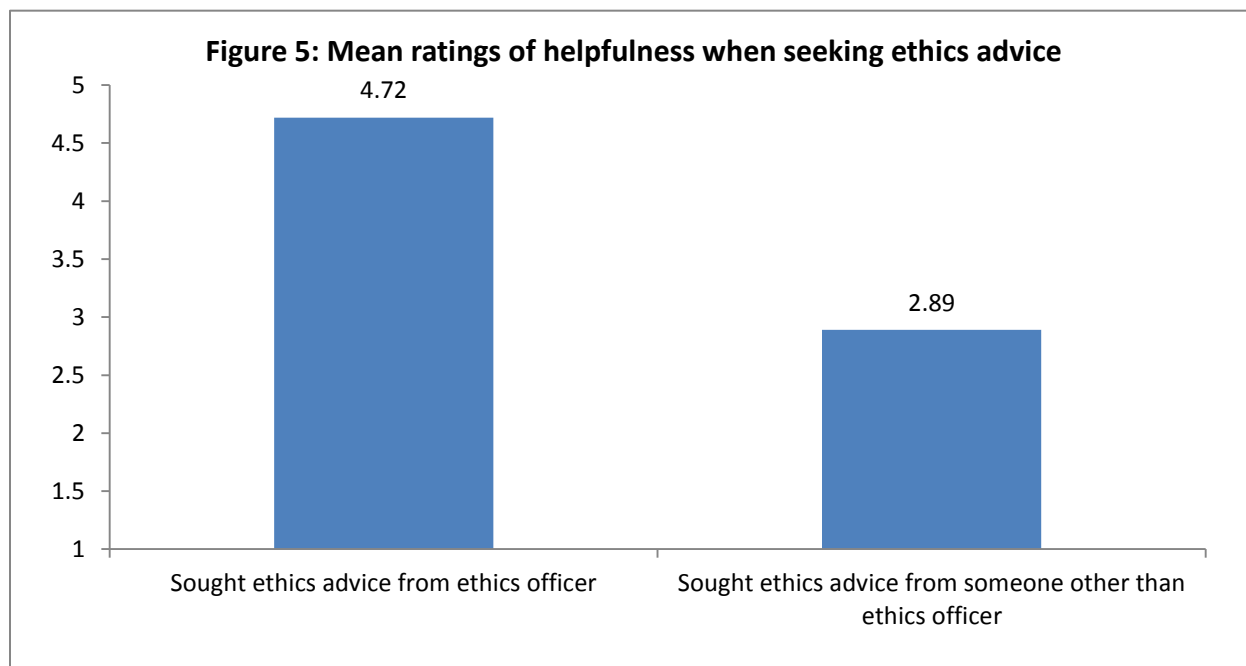


Overall, 57 individuals (11.5%) reported seeking ethics-related advice in the past four years. Of these individuals, 38 (70.4%) reported consulting their ethics officer while 16 (29.6%) reporting not consulting their ethics officer.

According to the State Officials and Employees Ethics Act, ethics officers are required to “provide guidance to officers and employees in the interpretation and implementation” of the State Officials and Employees Ethics Act (5 ILCS 430/20-23). Thus it is crucial that individuals who consult ethics advice from ethics officers evaluate the experience positively. Overall, we find support for this.

On a five point scale with “5” representing “very helpful” and “1” representing “not helpful at all,” 61.5 percent of individuals rated their ethics officer as “very helpful,” while only 10.3 percent rated their ethics officer as not “helpful at all” ($m=4.72$, $sd=1.05$). While our small sample size for this comparison makes prediction at commonly accepted levels of statistical significance impossible, individuals who hold supervisory positions were more likely to rate their ethics officers as “very helpful” than those who do not hold supervisory positions as were those who worked for the State of Illinois for less than 4 years.

By contrast (as seen in figure 5), individuals who consulted someone other than ethics officer did not evaluate their experience nearly as well. Of the 19 respondents who reported consulting someone other than their ethics officer only 26.3 percent of these individuals rated the person they consulted as “very helpful”, while 31.6 percent rated the individual as “not helpful” ($m=2.89$, $sd=1.66$). For individuals who did not consult their ethics officers, the most frequent person sought was a supervisor (immediate or otherwise). While we acknowledged the small sample size, the differences between the two groups is larger than the standard deviations- indicating a significant difference in the evaluations of helpfulness.



The survey sought to assess why individuals who sought ethics-related advice did not consult their ethics officers. The 2014 survey finds that while most individuals with ethics questions did consult their ethics officers, a small minority of individuals reported not consulting an ethics officer. For these individuals,

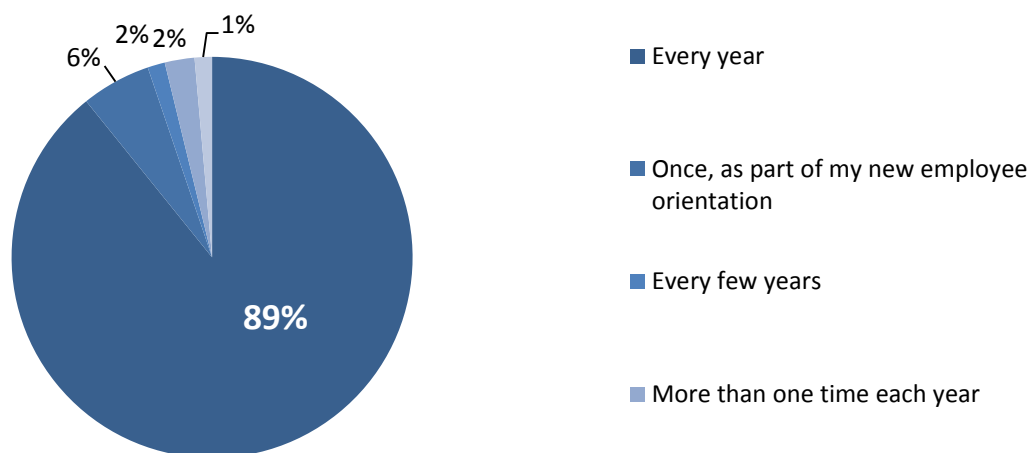
21.6 percent responded that they “did not know there was an ethics officer.” This is troubling, as the Act specifies that upon completion of annual training, each employee must “provide to his or her ethics officer a signed copy of the certification by the deadline for a completion of the training program” (5 ILCS 430/5-10). In addition, 24.3 percent responded that they “believed nothing would be done.”

Most respondents surveyed (88.5%) reported not seeking ethics advice. For these individuals, we asked why they did not do so. Here, we sought to differentiate between those individuals who did not have ethical concerns and those individuals who had concerns but did not seek advice. For the majority of individuals they reported either that they either never had a question (56.8%) or that they were confident in their own ability to address the issue (12.4%). However, a significant number of individuals reported other, more troubling reasons for not seeking ethics advice. Of these individuals, 37 (8.7%) believed nothing would be done, 23 (5.4%) were afraid of getting in trouble and 22 (5.2%) reported that they had no confidence they would get good advice. As will be discussed below, respondents indicated similar concerns in our open-ended questions. In addition, 26 individuals provided an “other” response. These individuals reported concerns about privacy and politics, whereas some indicated their concerns had already been addressed.

Ethics Training

Consistent with the requirements of the Act, the vast majority of respondents indicated they received training on at least an annual basis. 442 individuals (89.2%) reported receiving training “every year” and an additional 12 individuals (2.3%) reported receiving training “more than one time each year.” Additionally, 28 individuals reported receiving ethics training “once, as part of my new-employee orientation” yet 24 of these responses (86 percent of the responses) are for individuals who reported that they have worked for the state “less than four years” possibly indicating that these individuals have not been employees for more than one year. Supervisors were slightly more likely than non-supervisors to indicate they received training annually than non-supervisors but this likely reflects the fact that non-supervisors are more likely to be new employees.

Figure 6: In the past four years, how often have you received ethics training?



When asked, respondents indicated positively to both measures evaluating the ethics training: it was useful both in making them more aware of ethics issues in connection with their work, and useful in guiding their decisions and conduct. Both items were measured on a five point scale where “1” represents “not useful” and “5” represents very useful.” As seen in figure 6, respondents rate the ethics training more positively in terms of helpfulness in their awareness of ethical issues ($m=3.58$, $sd=1.33$) than guiding their decisions and conduct ($m=3.47$, $sd=1.41$), however, both were rated positively.



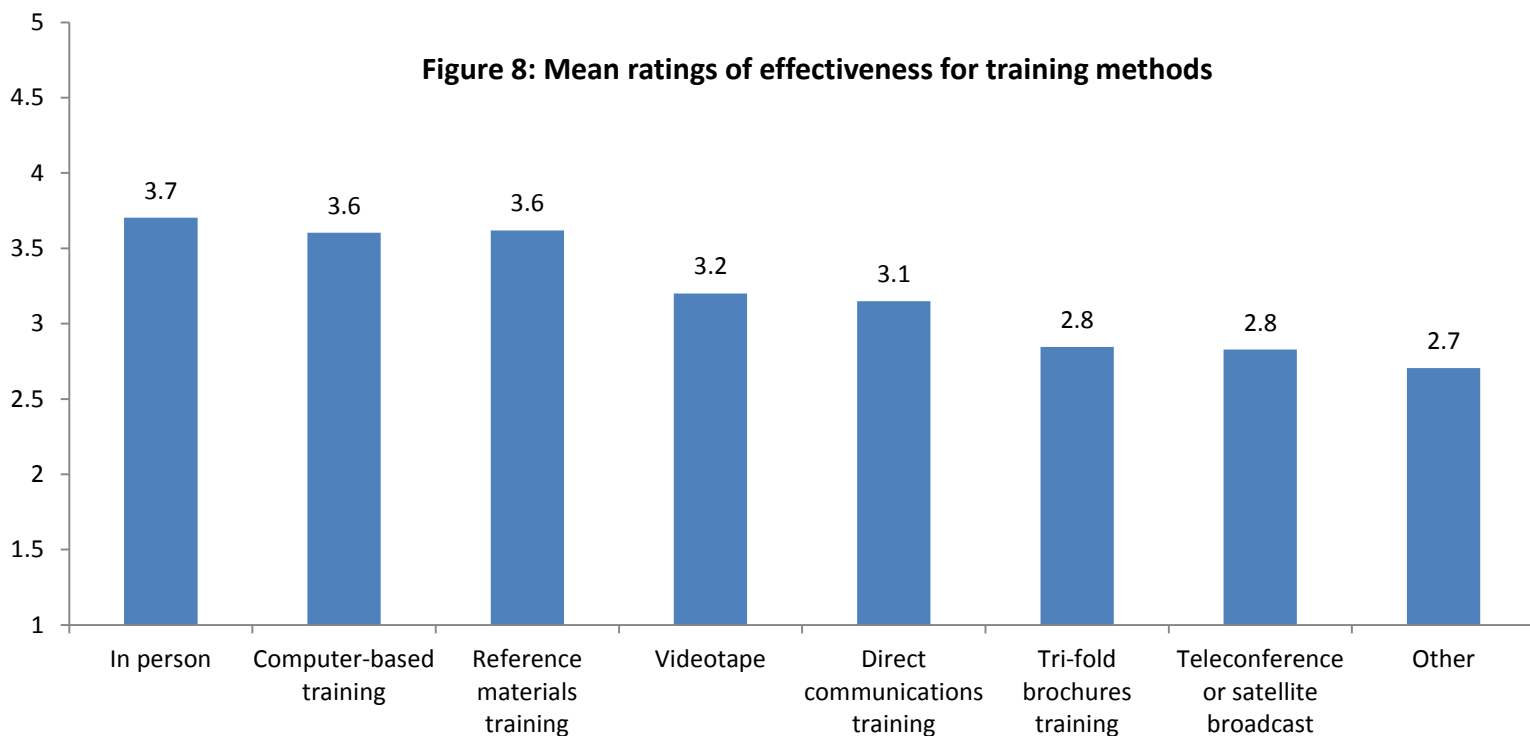
Additionally, we find that individuals from Chicago were more likely to report that the rules were useful than their counterparts in Springfield and across the state. Employees based in Chicago offices gave the usefulness of ethics training on making them aware of ethics issues a score of 4.11 ($sd=1.1$) on a five point scale (compared to Springfield employees- $m=3.64$, $sd=1.33$; Other employee locations- $m=3.40$, $sd=1.35$). In addition, Chicago employees were also more positive in their evaluations of the helpfulness of the ethics training in guiding their work decisions and conduct ($m=4.06$, $sd=1.19$), compared to Springfield employees ($m=3.50$, $sd=1.40$) and employees based in other work locations ($m=3.28$, $sd=1.42$).

Respondents indicated that they received ethics training via different methods. Most often, individuals received training via computer-based methods, reference materials and in-person discussion. Table 1 shows the frequency with which individuals reported receiving training via various methods.

Table 1	
Method	Individuals
Computer-based training	423
Reference materials	135
In person: instructor-led or discussion	101
Direct communication	88
Videotape	56
Tri-fold brochures	39
Teleconference or satellite broadcast	29
Other	17

Respondents also evaluated the methods differently. Respondents were asked to rate on a five point scale how effective they found their training via the various methods. “1” represents “not effective” and “5” represents “very effective.” As can be seen in Figure 8, those who received training via in-person methods, via computers or via reference materials tended to view the training as more effective than those who received the training via other methods. Those who received training via tri-fold brochures and teleconference or satellite were more likely to rate the training as less effective.

Figure 8: Mean ratings of effectiveness for training methods



Culture Factors

Illinois Executive Office employees make decisions within an ethical culture. This ethical culture, whether positive or negative, influences their decision-making process. Research has demonstrated that some of the elements that comprise an ethical culture are whether employees perceive that

- Ethics are discussed in the workplace,
- Ethical concerns will receive appropriate follow-up,
- Leadership cares about ethics,
- Efforts are made to detect violations of ethics standards,
- Ethics rules and agency practice are consistent,
- Ethics standards are enforced consistently at all levels,
- Employees face retaliation for reporting misconduct,
- and Employees are not expected to follow direction without question.

These items were measured using one or more statements in the survey instrument and asking the level of agreement on the statements using a five point Likert scale where “1” indicates “strongly disagree” and “5” indicates “strongly agree.” Table 2 on the next page presents the mean scores for each of the statements as well as the ethical culture element it is measuring. Scores presented in bold are negatively valenced items, meaning that lower scores indicate better ethical culture. Overall, there are 18 statements that help provide insight into the ethical culture within the State of Illinois Executive branch.

As explained earlier, higher scores indicate positive ethical culture in the majority of the items. For the five items that are negatively valenced, higher scores indicate a more negative ethical culture. For this purpose, while the score is provided in table 2, when discussing these statements the values will be flipped so that the direction is consistent across all of the items. Eleven of the items received mean scores higher than 3.0, indicating that these are positive evaluations of the ethical culture. The statement that received the most positive evaluation is “Employees who are caught violating ethics policies are disciplined” ($m=3.48$, $sd=1.22$) while the item that received the most negative evaluation is “Employees in this agency are expected to do as they are told, no matter what” ($m=2.02$, $sd=1.4$).

Table 2: Mean scores for statements measuring ethical culture

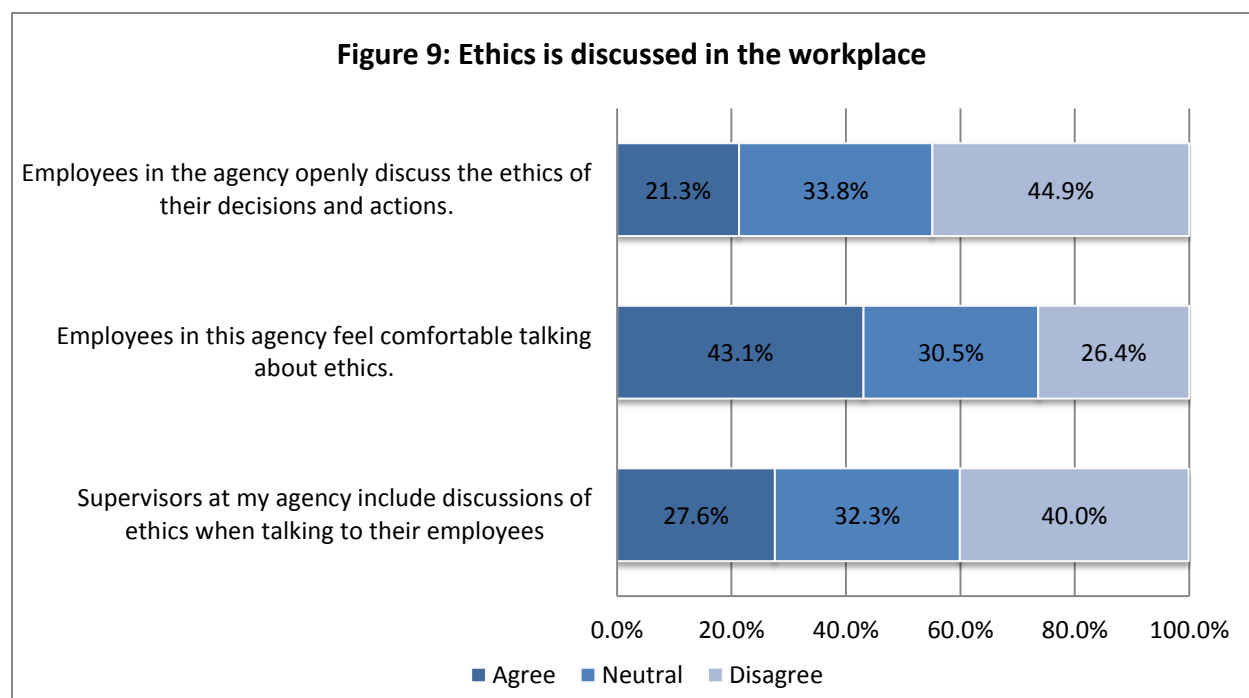
Statement	Element of ethical culture	Mean score (<i>sd</i>)
Employees who are caught violating ethics policies are disciplined.	Ethical concerns will receive appropriate follow-up	3.48(1.22)
If ethics concerns are reported to the agency, action is taken to resolve them.	Ethical concerns will receive appropriate follow-up	3.37(1.25)
This agency follows up on ethical concerns that are reported by employees.	Ethical concerns will receive appropriate follow-up	3.29(1.31)
Employees at all levels in this agency are held accountable for adhering to ethical standards.	Ethics standards are enforced consistently at all levels	3.24(1.41)
Employees in this agency feel comfortable talking about ethics.	Ethics are discussed in the workplace	3.23(1.24)
Employees who report misconduct are not retaliated against.	Employees face retaliation for reporting misconduct	3.19(1.27)
This agency makes a serious effort to detect violations of ethics standards.	Efforts are made to detect violations of ethics standard	3.17(1.27)
This agency practices what it preaches when it comes to ethics.	Ethics rules and agency practice are consistent	3.09(1.35)
Leadership of this agency regularly shows that it cares about ethics.	Leadership cares about ethics	3.09(1.31)
Employees can talk with supervisors about problems without fear of having comments held against them.	Employees face retaliation for reporting misconduct	3.09(1.30)
Ethics rules and agency practices are consistent.	Ethics rules and agency practice are consistent	3.09(1.31)
Supervisors at my work location usually do not pay attention to ethics.	Leadership cares about ethics	2.18(1.24)/2.82
Supervisors at my agency include discussions of ethics when talking with their employees.	Ethics are discussed in the workplace	2.77(1.27)
Employees in the agency openly discuss the ethics of their decisions and actions.	Ethics are discussed in the workplace	2.63(1.18).
You can ignore ethics and still get ahead in this agency.	Leadership cares about ethics	2.42(1.44)/2.58
Our agency cares more about getting the job done than about ethics.	Leadership cares about ethics	2.51(1.41)/2.49
Senior officials in this agency are less likely to be disciplined for violating ethical standards than other employees.	Ethics standards are enforced consistently at all levels	2.93(1.43)/2.07
Employees in this agency are expected to do as they are told, no matter what.	Employees are not expected to follow direction without question.	2.98(1.40)/2.02

Ethics are discussed in the workplace

Three items measure whether employees agree that ethics are discussed in the workplace:

- Supervisors at my agency include discussions of ethics when talking to their employees.
- Employees in this agency feel comfortable talking about ethics.
- Employees in the agency openly discuss the ethics of their decisions and actions.

Having an open dialogue about ethics leads to a more ethical culture. In addition, employees tend to follow the lead of their supervisors when it comes to many aspects of the workplace culture- including open dialogues about ethics. When supervisors do not discuss ethics, employees may believe that discussing ethics is not an appropriate workplace activity. More importantly, employees who are uncomfortable talking about ethics are less likely to raise important ethical issues or use the resources, such as ethics officers, when ethical problems arise.



As seen in Figure 9, there was not a majority of respondents who agreed nor disagreed with the items. It is important to note, that of the items, agreement for “employees in this agency feel comfortable talking about ethics” did receive a plurality of affirmative responses with 43.1 percent agreeing. Overall, we find that the attitudes towards discussing ethics in the workplace are fairly mixed.

Ethical concerns will receive appropriate follow-up

Two items measure whether employees believe ethical concerns will receive appropriate follow-up:

- This office/agency follows up on ethical concerns that are reported by employees.
- If ethics concerns are reported to the office/agency, action is taken to resolve them.

Forty-four percent of respondents report that they agree with the statement, “This agency follows up on ethical concerns that are reported by employees,” compared to 25.2 percent who disagree and 30.7 percent who are neutral. Forty-six percent of respondents report that they agree with the statement, “If

ethics concerns are reported to the agency, agency is taken to resolve them,” compared to 20.3 percent who disagree and 33.4 percent who are neutral.

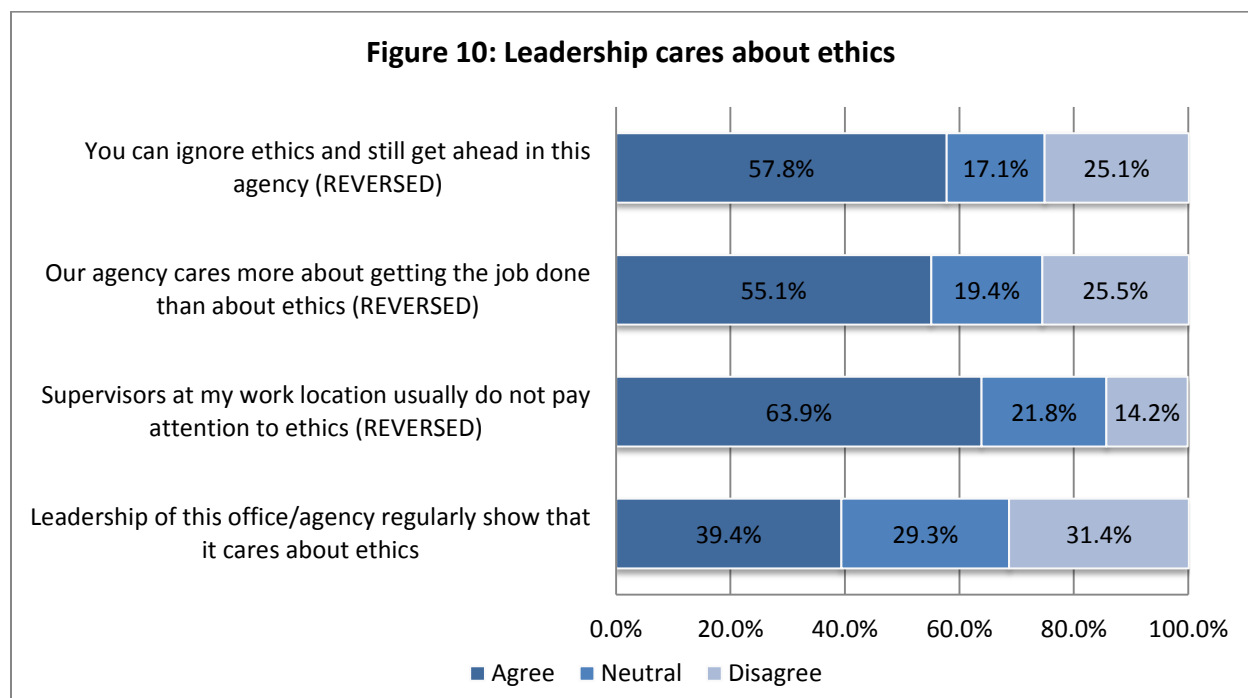
P.A. 96-555, which allows for the first time Executive Inspector General reports of wrongdoing to be released to the public, became effective in 2009. Yet, this has not translated into increased agreement with individuals perceiving appropriate follow-up from ethical concerns (as compared to the 2007 report).

Leadership cares about ethics

According to the Illinois Executive Ethics Commission, research indicates that employees tend to model their behavior in the workplace after the example given to them by leadership. In the case of ethical behavior, if employees do not perceive that leadership cares about ethics, the employees will subsequently not care about ethics. In order to measure whether employees believe that their leadership cares about ethics, we relied on four statements:

- Leadership of this office/agency regularly show that it cares about ethics.
- Supervisors at my work location usually do not pay attention to ethics.
- Our agency cares more about getting the job done than about ethics.
- You can ignore ethics and still get ahead in this agency.

As you can see, three of the four items are negatively valenced, therefore we flipped them so that the percent of agreement is actually the percent of respondents who disagreed with the statement. In Figure 10, the majority of individuals agree with three of the items but there are more mixed results when examining whether the leadership of offices regularly show that they care about ethics.



Efforts are made to detect violations of ethics standard

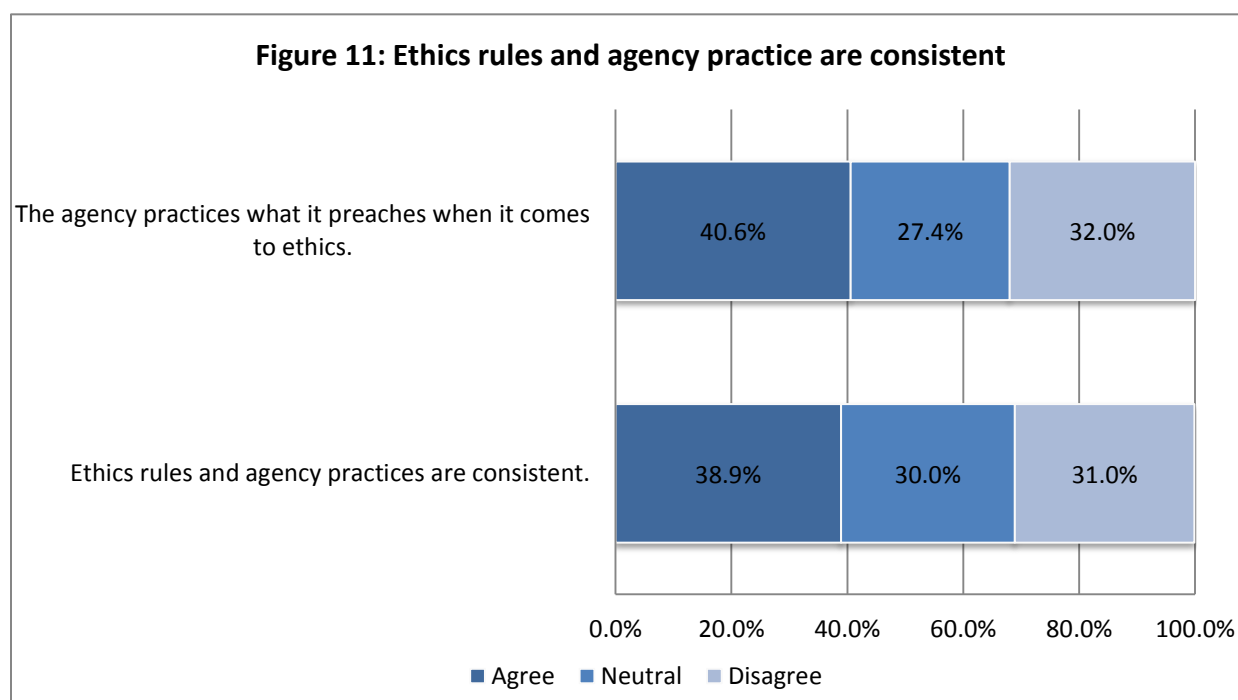
This item was measured using a single statement: “This office/agency makes a serious attempt to detect violations of ethics standards.” We find that 39.5 percent of respondents agree with this statement,

compared to 28 percent who disagree and 32.5 percent who are neutral. It is important to note that this question measures employees' perceptions of efforts to detect violations of ethics standards. Because investigations are conducted with high levels of confidentiality and the results have up to now remained confidential, the reality of the efforts to detect violations may be different from the employees' perceptions.

Ethics rules and agency practice are consistent

Employees also expect leaders to act in a way that is consistent with ethics rules. Leaders who express to employees the importance of obeying ethics rules, but who do not obey or enforce them themselves are perceived as inconsistent and insincere. We rely on two statements to measure whether employees believe ethics rules and agency practice are consistent:

- Ethics rules and agency practices are consistent.
- The agency practices what it preaches when it comes to ethics.



Ethics standards are enforced consistently at all levels

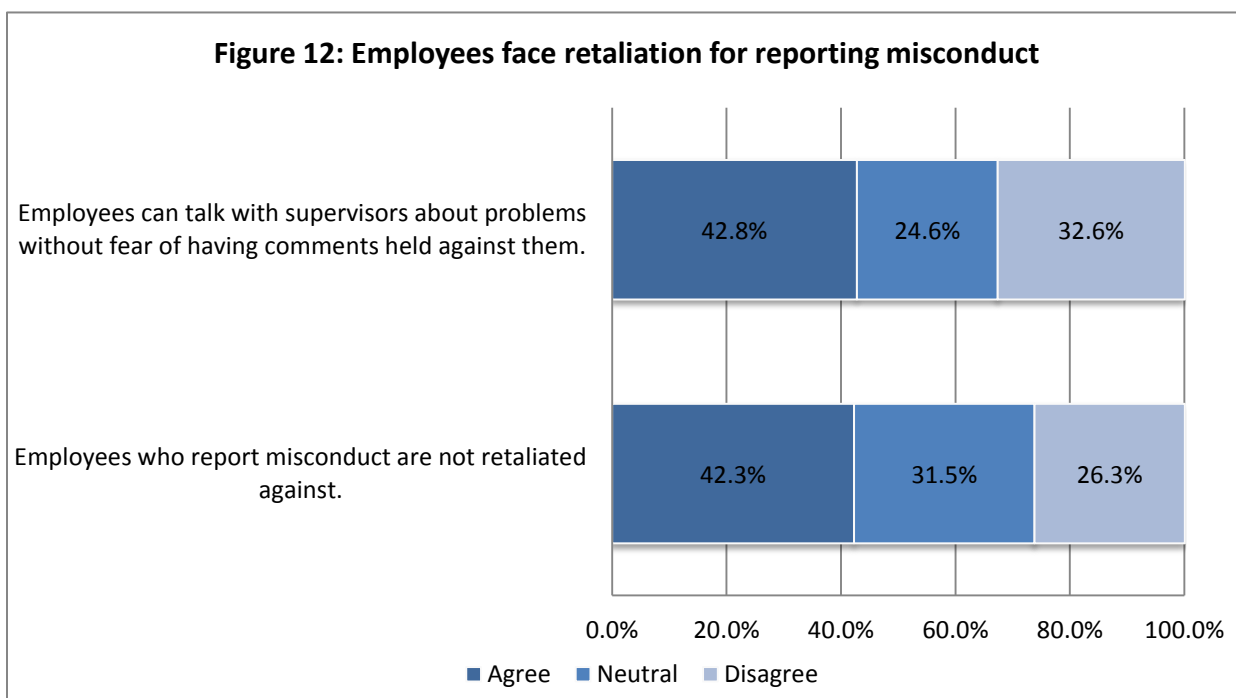
Similarly, consistent enforcement of ethics rules among all employees regardless of their status is an important element of any ethics program. As noted in past survey reports, the most troubling responses in the survey are from those who agreed or strongly agreed with the statement "Senior officials in this agency/office are less likely to be disciplined for violating ethical standards than other employees." In the 2014 survey, we find 39.9 percent of respondents disagree with this statement while 35.2 percent of respondents agree and 24.9 percent are neutral. This suggests that a larger percentage of respondents disagree with this statement, however it is still not a majority of respondents. In addition, we ask their level of agreement with the following: "Employees at all levels in this agency are held accountable for adhering to ethical standards." Overall, 48.2 percent of respondents agree with this statement, 32.6 percent disagree, and 19.5 percent are neutral.

Employees face retaliation for reporting misconduct

Retaliation for reporting misconducting is a serious problem in itself, but it can also lead to unaddressed ethical problems.

The survey includes two items measuring whether employees agree that there is a threat of retaliation for reporting misconduct:

- Employees who report misconduct are not retaliated against.
- Employees can talk with supervisors about problems without fear of having comments held against them.



As seen in figure 12, a higher percentage of respondents report agreeing with both of the statements (42.8 percent and 42.3 percent, respectively); yet, there is still a segment of employees who report neutrality or disagreement.

Employees are not expected to follow direction without question

Among some employees, there is a perception that they are not supposed to question their supervisors but rather simply follow direction. This includes the following of unethical directions. When they perceive that this is expected or that it can be used as an excuse for unethical behavior, the ethical climate suffers. Employees must be encouraged to raise ethical issues when they receive inappropriate instructions and not following instructions to engage in unethical behaviors. In order to measure this, we rely on a single statement: "Employees in this agency are expected to do as they are told, no matter what." We find that 39.6 percent of respondents disagree with this statement, while 36.1 percent agree and 24.4 percent are neutral.

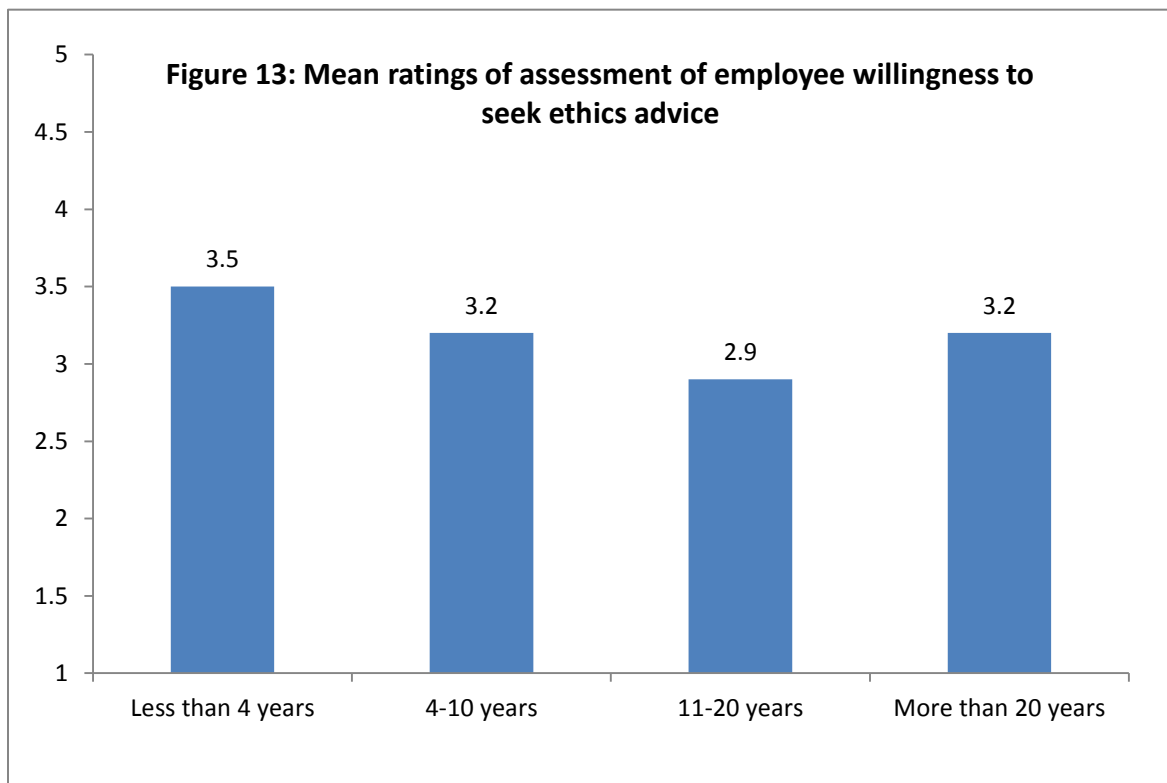
Culture Outcomes

The ethical culture influences, to some extent, culture outcomes. The three outcome variables identified in this study are:

- Employees seek ethics advice.
- Ethics program usefulness.
- Specific ethics misconduct.

Seeking ethical advice

The willingness of employees to seek ethical advice is measured using two items: “Employees seek advice within this agency when ethics issues arise” and “When ethical issues arise, employees look for advice within the agency.” These two items are highly correlated $r(482)=.711$, $p<.01$, meaning that individuals answered similarly to both questions. Due to this we combined these variables into a single factor assessing willingness of employees to seek ethical advice. Since both items were measured using the same five point Likert scale, we can use that same scale where “1” indicates “strongly disagree” and “5” indicates “strongly agree” to measure this overall factor. Overall, employees lean towards agreeing with this factor ($m=3.15$, $sd=1.09$) indicating that a larger percentage of employees report agreeing than disagreeing with the willingness of employees to seek ethics advice. Supervisors are slightly more likely to report that employees are willing to seek ethics advice ($m=3.22$, $sd=1.03$) than non-supervisory employees ($m=3.14$, $sd=1.11$), however, the differences are not significant. Interestingly, employees who have worked at the state for less than four years were the individuals who reported that employees are willing to seek ethical advice ($m=3.52$, $sd=.97$), see figure 13 below.



Perceived usefulness of ethics program

We use a single statement to assess the perceived usefulness of the ethics program- “Employees here make decisions that comply with the ethics policies because of the ethics program that is in place,” and ask individuals to rate their level of agreement with this statement on a five point scale where “1” indicates “strongly disagree” and “5” indicates “strongly agree.” Overall, the majority of employees agree with the statement ($m=3.23$, $sd=1.27$). There are no significant differences on the responses given by employees based on supervisory status or length of employment. We do find that Chicago employees report higher levels of agreement ($m=3.63$, $sd=1.21$), than employees in Springfield ($m=3.41$, $sd=1.11$), or employees in other work locations ($m=2.96$, $sd=1.23$).

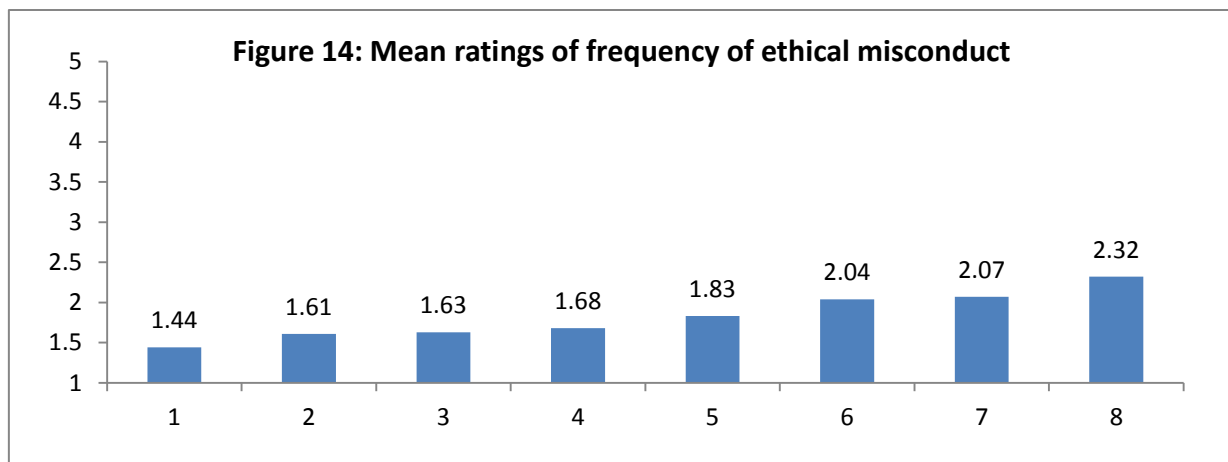
Specific ethics misconduct

Respondents were asked to report how often a variety of unethical behaviors occur at their agency on a five point scale where “1” indicates “Never,” and “5” indicates “Very frequently.”

The eight items used to gauge frequency of ethical misconduct are the following:

1. Employees improperly accepting payment for doing their Government jobs from people outside of Government.
2. Employees engaging in inappropriate political activity during official time.
3. Employees improperly accepting gifts given to them.
4. Employees improperly benefiting financially from work they do for the Government.
5. Employees misusing Government property, time, or resources for inappropriate political activity.
6. Employees misusing Government property.
7. Employees misusing their Government positions.
8. Employees misusing official time.

As seen in figure 14 below, “Employees misusing official time” was the unethical behavior that employees report occurring the most frequently ($m=2.32$, $sd=1.28$), while “Employees improperly accepting payment for doing their Government jobs from people outside of Government” was the unethical behavior that employees report occurring the least often, ($m=2.44$, $sd=.76$). It is important to note that all of the unethical behaviors are well above the middle scale point (3 on a five point scale), indicating that employees do not believe these behaviors are happening often.



Qualitative Results

Qualitative data provides us with a level of nuance and expression which is not available in quantitative measures. This data allows us to discover in greater detail the opinions and perceptions employees hold. The survey contained two open-ended questions which sought to measure barriers and possible aids to compliance. Our two questions were:

1. In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?
2. In your opinion, what if anything, would further assist employees to act ethically in connection with their work?

For our first question, slightly less than one-half (47.7%) of respondents provided some form of feedback. For each response, it was evaluated and placed into an appropriate category, using results from the 2007 Ethics Survey as a guide. Often, individuals would respond with an answer that encompassed more than one category. For these responses we selected the category that stood out the most. Where responses contained data that could foreseeably be placed equally into more than one category, we selected the category that came first in the response. As discussed in the methodology, we relied on two independent researchers to conduct the coding for this section. Intercooder reliability was reached and therefore, we present the results of a single researcher. For more information, see the methodological section.

Table 3 shows the breakdown for all responses. For individuals who indicated a response, the top response was “no barriers”, indicating there were no issues, followed closely by “leadership”, “lack of morals” and “politics”.

Table 3	
No Barriers	20.6%
Leadership	20.2%
Lack of Morals	16.2%
Politics	14.2%
Lack of Knowledge	11.3%
Other	9.3%
Retaliation	8.1%
Total	100.0%

Individuals who reported issues with leadership often spoke of problems of trust, disregard of ethical procedures on part of management and issues with communicating problems. The following responses capture some of the frustrations employees have regarding leadership.

- “Supervisors do not respond to problems”
- “The people we report to are the higher pay grade that makes the mistakes or ethics problems.
- The problem is middle-management and senior employees.

Additionally, respondents indicated that politics made it difficult to comply with ethics procedures. This often meant either elected politicians or a political culture in the workplace. Some respondents were particularly concerned about the behavior of politically appointed employees who they felt were not

subject to the same rules. The following responses are representative of how many individuals felt about politics as a barrier to acting ethically.

- “Executive staff appointed by GOMB, not Director. Exec. Staff don’t comply...knowing they don’t answer to him”
- “Due to 2 Governors being in prison or have been in prison [this] makes the ethics policies a joke”

In addition to problems with politics and leadership, some individuals indicated they saw a lack of morals as a barrier to compliance. Typical remarks included comments about hiring ethical individuals in the first place and problems with greedy individuals.

- “You either act as a responsible, ethical employee or you don’t”
- “Only personal temptation [is a barrier]. Everyone knows what the rules are”.

Though supervisory status was thought to play a role in whether individuals saw particular barriers, particularly in regards leadership, supervisors were no more likely than their counterparts to indicate a problem with leadership. However, supervisors were less likely to indicate there were no barriers to acting ethically than their non-supervisor counterparts, 15.7 percent and 22.7 percent respectively. But once again, the difference between the two groups was not statistically significant.

Years of employment is found to play a role in predicting evaluating barriers as more longer employed individuals were more likely to blame leadership than their counterparts, though again, this difference is not statistically significant. Employees who have worked for the state for less than 4 years were more likely to indicate that no barriers existed (33.3%) than those who have worked for the state for more than 20 years (22.6%). Though location of employment might be thought to play a role in the evaluation of barriers, we find that no significant difference exists regarding how individuals view barriers to acting ethically.

Only fifty percent of respondents answered the second open-ended question. Of those, respondents mentioned suggestions such as offering more training, discipline and better leadership. Additionally, some respondents indicated they believe political reform would help aid employees in acting more ethically. 6.1 percent of those who responded indicated they believed this was a “non-issue”. Table 4 displays the percentages for the categories tabulated by our coders.

Table 4	
Other	25.8
More training	18.8
Discipline	16.2
Leadership	14.4
Political reform	9.6
Communication	9.2
Non-issue	6.1

Respondents indicated an interest in seeing more training, which they believed would help them act ethically. Responses in this category ranged from individuals who wanted more of the same training to

individuals who suggested that new training methods be introduced. Many individuals responded that they did not feel that the current annual training was enough, or that it should be conducted more frequently.

- “More training on a quarterly basis; instead of annual”
- “More training other than a the once a year ethics test”
- “Updates, periodic notices in addition to annual training”

Some respondents indicated a desire to see more disciplinary taken when ethics violations occur or to see discipline meted out equally. A frequent complaint was that those in leadership positions were not subject to the same discipline as those in non-supervisory roles.

- “Seeing senior staff an politicians being charged and punished for unethical behavior”
- “Make people who make the buying and hiring conform and quit bothering the lower people who make no such calls”
- “Harsh punishment for those who willfully disobey the ethics requirements”

Individuals indicated that changes in leadership would also help them comply with the Act. Responses ranged from a desire for better examples from management to a desire to have staff comply with the rules. Without good examples from supervisors, it is difficult for non-supervisory employees to act ethically, many people responded. Some examples of issues with leadership include the following:

- “Higher standards of ethics from the highest level”
- “Holding top management accountable”
- “Seeing superiors follow ethical practices”.

Some individuals felt that political reform would assist individuals in compliance. Similar to our first question in which individuals singled out both a culture of politics and favoritism in the office and issues with political leaders at the state level. Respondents frequently cited issues with political patronage, and some felt these individuals were unqualified for (and undeserving of) their positions. Further, individuals who felt political reform would assist employees in acting ethically were often the most emphatic with their responses, indicating a high level of frustration with the political components of civil service.

- Phased out political appointments and hiring specific job titles with experienced individuals”
- Remove unethical persons from management despite their political influence
- Eliminate political patronage & favoritism within the agencies. Eliminate influence of politicians beyond lawmaking activities”.

Finally, individuals spoke of difficulties in communication. Some respondents felt that employees were unaware of ethics policies or could not effectively communicate their grievances. They offered suggestions about taking issues directly to employees in a timely manner and knowing what the rules were. The following are some examples offered by individuals regarding ways in which communication would aid employees in acting more ethically.

- “Make sure every employee knows who they can contact within their agency whenever questions or concerns arise”
- “A clear understanding of protections under the act”
- “Monthly or bi-weekly meeting to discuss or reflect on situations in the workplace”.

With the exception of leadership, supervisors did not differ from their counterparts on recommending measures to aid in compliance. On leadership, supervisors were more likely to say that it could assist individuals in complying with the act. This may be because supervisors feel that their employees do not

come to them with ethical issues frequently enough or because they have issues with leadership themselves. Location was correlated with suggesting certain recommendations over others. Individuals from Chicago were more likely to suggest “more training” than their counterparts than their peers across the state. Additionally, more senior employees were more likely to indicate that leadership was a problem than their junior counterparts. Employees who have been with the state for less than 4 years responded that more training was needed more than individuals who have worked for the state for longer periods of time. This is to be expected, given that more senior employees will be more familiar with the rules.

TOPLINE REPORT
(N=518)

*Significant differences between the samples is marked with an asterisk. These questions include the breakdown of both sample group frequencies for comparison.

How familiar are you with the State Officials and Employee Ethics Act?

Not at all	0.8% (4)
2	4.6% (23)
3	18.3% (91)
4	37.3% (186)
Very much so	39.0% (194)
Refused	(20)

To what extent do you believe each of the following items describe an objective of the Ethics Act?
To prevent violations of ethics policies.

Not at all	1.8% (9)
2	3.0% (15)
3	10.4% (52)
4	28.5% (142)
Very much so	56.2% (280)
Refused	(20)

To educate employees regarding the ethics standards expected of them.

Not at all	0.6% (3)
2	1.6% (8)
3	11.2% (56)
4	26.3% (132)
Very much so	60.4% (303)
Refused	(16)

To ensure and strengthen the public's trust in Government.

Not at all	6.6% (33)
2	7.8% (39)
3	16.3% (81)
4	25.5% (127)
Very much so	43.8% (218)

Refused	(20)
---------	------

To detect unethical behavior.

Not at all	6.4% (32)
2	10.2% (51)
3	20.4% (102)
4	23.6% (118)
Very much so	39.4% (197)
Refused	(18)

To discipline/prosecute violators.

Not at all	7.4% (36)
2	10.9% (53)
3	24.6% (120)
4	23.8% (116)
Very much so	33.3% (162)
Refused	(31)

To ensure fair and impartial treatment of the public and outside organizations in dealings with your agency.

Not at all	6.4% (32)
2	6.0% (30)
3	22.6% (113)
4	25.1% (126)
Very much so	39.9% (200)
Refused	(17)

To answer employee questions about ethics.

Not at all	3.9% (19)
2	9.1% (45)
3	21.3% (105)
4	24.4% (120)
Very much so	41.3% (203)
Refused	(26)

How familiar are you with the rules of ethical conduct for executive branch employees?

Not at all	6.6% (33)
2	8.6% (43)
3	21.3% (107)
4	39.4% (198)
Very much so	24.1% (121)
Refused	(16)

How useful are the rules of ethical conduct in guiding your decisions and conduct in connection with your work?

Not at all	6.9% (35)
2	7.9% (40)
3	20.4% (103)
4	29.5% (149)
Very much so	35.2% (178)
Refused	(13)

Are you aware that there are officials in your Office whose job responsibilities include providing advice to employees on ethical issues?

Yes	78.8% (398)
No	21.2% (107)
Refused	(13)

In the last 4 years, have you sought ethics-related advice in connection with your work?

Yes	10.8% (56)
No	83.0% (430)
Refused	6.2% (32)

If you have sought ethics-related advice in the last 4 years, did you consult your ethics officer?

Yes	70.4% (38)
No	29.6% (16)
Refused	(2)

If you consulted your officer, how helpful, if at all, was your ethics officer?

Very helpful	61.5% (24)
--------------	------------

Somewhat helpful	15.4% (6)
Not very helpful	12.8% (5)
Not helpful at all	10.3% (4)
Refused	(17)

This section is only for individuals who did not consult ethics officer in the last 4 years.

If you sought ethic- related advices but did not consult an ethics officer in the 4 years, please indicate whom, other than the ethics officer, who you consulted (e.g. Supervisor, Human Resource Office, General Counsel's office, etc.) and rate the helpfulness of each?

	Not Helpful (1)	2	3	4	Very Helpful (5)
Administrator (1)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Co-Worker(s) (2)	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	0.0% (0)
Employee Conduct Manual (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)
General Counsel's Office (3)	0.0% (0)	0.0% (0)	0.0% (0)	33.3% (1)	66.7% (2)
Supervisor (7)	28.6% (2)	0.0% (0)	14.3% (1)	14.3% (1)	42.9% (3)
Inspector General (3)	100.0% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Legal staff (1)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)
Shift Commander (1)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Union (1)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Another Supervisor (1)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
Assistant administrator (1)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Bureau/division chief (1)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)
Human resource office (1)	0.0% (0)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)
IDOC Director Office (1)	0.0% (0)	0.0% (0)	100.0% (1)	0.0% (0)	0.0% (0)
Warden (2)	50.0% (1)	50.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)
EEOC (1)	0.0% (0)	0.0%	0.0% (0)	100.0% (1)	0.0% (0)
Supervisory (1)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Immediate Supervisor (1)	100.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
Not Specified (5)	0.0% (0)	80.0% (4)	0.0% (0)	0.0% (0)	20.0% (1)

Why did you not consult your ethics officer?

There is no ethics officer	8.1% (3)
Did not know there was an ethics officer	21.6% (8)
They do not have time for me	0.0% (0)
No confidence I would get good advice	8.1% (3)
Believed nothing would be done	24.3% (9)
Afraid I would get in trouble	8.1% (3)
Other, please specify:	29.7% (11)

Other: did not have time (1); Did not need to (2); Did not see, or hear of any unethical activities at any work site (1); It was a minor issue (1); no need to (1); One of the issues concerned the ethics officer (1); other workers consulted about some issue (1); race issues (1); some issues that are ethical also have either legal and technical aspects that apply to the situation at hand. So essentially not all “ethical” questions can be asked to one person but need the advice of a few (1); supervisor was readily available (1)

If you have not sought ethics-related advice in the last 4 years, why not?

Never had a question	56.8% (242)
Did not know whom to ask	5.4% (23)
Confident in my own ability to address issue	12.4% (53)
No confidence I would get good advice	5.2% (22)
Believed nothing would be done	8.7% (37)
Afraid I would get in trouble	5.4% (23)
Other, please specify:	6.1% (26)

Other, please specify: Did not need to consult ethics officer (1); Did not need to (1); Didn't feel the need to (1); Ethics officer appears to be devoid of ethics. So ironic! (1); Everyone I work with is older and well aware of ethical behavior! The issues that do arise are job duty related, so far so good! (1) Filed grievance followed chain of command (1) Hourly, temp. worker, 1st year (1) I am not sure whom holds the title of ethics office in our facility: I did not run into situations where I felt the need to report anything (1); I have seen the reality of our system first hand too many times to believe in it any more (1); I reported what I thought was abuse and it was dealt with by the supervisor (1); I've had ethics training (1); No issues (1); Not having problems (1); Not needed at the time (1); Outside assistance (1); Politics: protecting those in violation of policy(ies) (1); Question was answered (1); retribution (1); Situation was resolved (1); Supervisor was knowledgeable and gave a good answer (1); Supervisor – well-versed on ethics (1); Talk with supervisor and together reached conclusion (1); Training is done annually and expectations are clear (1)

For the purpose of the following questions, “ ethics training” includes not only instructor-led training in a classroom setting, but also the opportunity to review written materials, watch video tapes, participate in computer-based training, etc.

During the past 4 years, how often have you received ethics training?

Once, as part of my new-employee orientation	5.6 % (28)
Every few years	1.4% (7)
Every year	89.2% (446)
More than one time each year	2.4% (12)
Have not received training the last four years	0.6% (3)
Have never received any training	0.8% (4)
Refused	(18)

Please rate the usefulness of your ethics training with the following items.

How useful, if at all, was your ethics training in making you more aware of ethics issues in connection with your work?

	Project ID (147)	No Project ID (364)	Total (511)
Not at all	12.2% (17)	10.4% (37)	10.9% (54)
2	15.1% (21)	9.0% (32)	10.7% (53)
3	23.0% (32)	20.4% (73)	21.2% (105)
4	20.9% (29)	25.8% (92)	24.4% (121)
Very much so	28.8% (40)	34.5% (123)	32.9% (163)
Refused	(8)	(7)	(15)

How useful, if at all, was your ethics training in guiding your decisions and conduct in connection with your work?

	Project ID (147)	No Project ID (364)	Total (511)
Not at all	20.7% (29)	12.9% (46)	15.1% (75)
2	12.9% (18)	8.4% (30)	9.7% (48)
3	23.6% (33)	18.8% (67)	20.2% (100)
4	17.9% (25)	25.8% (92)	23.6% (117)
Very much so	25.0% (35)	34.0% (121)	31.5% (156)
Refused	(7)	(8)	(15)

For each of the following training methods, please indicate whether or not you have received ethics training via that method. If you have not received training through that method, please do not rate the effectiveness of that training.

In-person instructor-led lecture or discussion

Yes	27.8% (101)
No	72.2% (262)
Refused	(148)

In-person instructor-led lecture or discussion

Not effective	5.0% (5)
2	11.9% (12)
3	26.7% (27)
4	20.8% (21)
Very effective	35.6% (36)

Teleconference or satellite broadcast

Yes	8.7% (29)
No	91.3% (303)
Refused	(179)

Teleconference or satellite broadcast

Not effective	10.3% (3)
2	31.0% (9)
3	31.0% (9)
4	20.7% (6)
Very effective	6.9% (2)

Videotape

Yes	16.5% (56)
No	83.5% (283)
Refused	(172)

Videotape

	Project ID (14)	No Project ID (42)	Total (56)
Not effective	21.4% (3)	4.9% (2)	9.1% (5)
2	35.7% (5)	17.1% (7)	21.8% (12)

3	21.4% (3)	36.6% (15)	32.7% (18)
4	14.3% (2)	12.2% (5)	12.7% (7)
Very effective	7.1% (1)	29.3% (12)	23.6% (13)
Refused	(0)	(1)	(1)

Computer-based training (e.g. Internet, Intranet)

Yes	95.7% (423)
No	4.3% (19)
Refused	(69)

Computer-based training (e.g. Internet, Intranet)

	Project ID (127)	No Project ID (296)	Total (423)
Not effective	12.6% (16)	6.1% (18)	8.1% (34)
2	16.5% (21)	8.2% (24)	10.7% (45)
3	20.5% (26)	23.5% (69)	22.6% (95)
4	25.2% (32)	32.3% (95)	30.2% (127)
Very effective	25.2% (32)	29.9% (88)	28.5% (120)
Refused	(0)	(2)	(2)

Reference materials

Yes	38.4% (135)
No	61.6% (217)
Refused	(159)

Reference materials

Not effective	6.7% (9)
2	9.7% (13)
3	26.9% (36)
4	28.4% (38)
Very effective	28.4% (38)
Refused	(1)

Direct communication (e.g. newsletter, email)

Yes	26.0% (88)
No	74.0% (250)
Refused	(173)

Direct communication (e.g. newsletter, email)

Not effective	17.2% (15)
2	14.9% (13)
3	23.0% (20)
4	25.3% (22)
Very effective	19.5% (17)
Refused	(1)

Tri-fold brochures

Yes	11.9% (39)
No	88.1% (289)
Refused	(183)

Tri-fold brochures

Not effective	23.1% (9)
2	25.6% (10)
3	15.4% (6)
4	15.4% (6)
Very effective	20.5% (8)

Other, please specify:

Yes	6.2% (17)
No	93.8% (258)
Refused	(236)

Other, please specify: Employee Package (1); Maybe a once a year seminar (1); Refused (15)

Other

Not effective	11.8% (2)
2	35.3% (6)
3	35.3% (6)
4	5.9% (1)
Very effective	11.8% (2)

The following section asks you to mark the response indicating your level of agreement with each of the statements based on your experience, opinions, or perceptions.

Supervisors at my agency include discussions of ethics when talking with their employees.

Strongly Disagree	21.4% (107)
2	18.6% (93)
3	32.3% (161)
4	16.0% (80)
Strongly Agree	11.6% (58)
Refused	(19)

This agency follows up on ethical concerns that are reported by employees.

Strongly Disagree	13.2% (62)
2	11.9% (56)
3	30.6% (144)
4	20.9% (98)
Strongly Agree	23.4% (110)
Refused	(48)

Our agency leadership cares more about getting the job done than about ethics.

Strongly Disagree	33.9% (166)
2	21.2% (104)
3	19.4% (95)
4	11.6% (57)
Strongly Agree	13.9% (68)
Refused	(28)

This agency practices what it preaches when it comes to ethics.

Strongly Disagree	17.6% (87)
2	14.4% (71)
3	27.4% (135)
4	21.7% (107)
Strongly Agree	18.9% (93)
Refused	(25)

Employees in this agency feel comfortable talking about ethics.

Strongly Disagree	11.8% (58)
2	14.6% (72)
3	30.5% (150)
4	25.2% (124)
Strongly Agree	17.9% (88)
Refused	(26)

You can ignore ethics and still get ahead in this agency.

Strongly Disagree	39.0% (187)
2	18.8% (90)
3	17.1% (82)
4	11.7% (56)
Strongly Agree	13.4% (64)
Refused	(39)

Leadership of this agency regularly shows that it cares about ethics.

Strongly Disagree	16.3% (81)
2	15.1% (75)
3	29.3% (146)
4	21.9% (109)
Strongly Agree	17.5% (87)
Refused	(20)

Senior officials in this agency are less likely to be disciplined for violating ethical standards than other employees.

Strongly Disagree	23.1% (114)
2	16.8% (83)
3	24.9% (123)
4	15.2% (75)
Strongly Agree	20% (99)
Refused	(24)

If ethics concerns are reported to the agency, action is taken to resolve them.

Strongly Disagree	11.3% (54)
2	8.8% (42)
3	33.3% (159)
4	23.9% (114)
Strongly Agree	22.6% (108)
Refused	(41)

Supervisors at my work location usually do not pay attention to ethics.

Strongly Disagree	40.1% (197)
2	23.8% (117)
3	21.8% (107)
4	6.7% (33)
Strongly Agree	7.5% (37)
Refused	(27)

This agency makes a serious attempt to detect violations of ethics standards.

Strongly Disagree	13.3% (64)
2	14.7% (71)
3	32.5% (157)
4	20.9% (101)
Strongly Agree	18.6% (90)
Refused	(35)

Employees who are caught violating ethics are disciplined.

Strongly Disagree	8.5% (41)
2	11.9% (57)
3	26.8% (129)
4	28.5% (137)
Strongly Agree	24.3% (117)
Refused	(37)

Employees in the agency openly discuss the ethics of their decisions and actions.

Strongly Disagree	20.7% (101)
2	24.2% (118)

3	33.8% (165)
4	13.5% (66)
Strongly Agree	7.8% (38)
Refused	(30)

Ethics rules and agency practices are consistent.

Strongly Disagree	16.5% (81)
2	14.5% (71)
3	30.0% (147)
4	21.6% (106)
Strongly Agree	17.3% (85)
Refused	(28)

Employees in this agency expected to do as they are told, no matter what.

Strongly Disagree	19.7% (96)
2	19.7% (96)
3	24.4% (119)
4	16.2% (79)
Strongly Agree	19.9% (97)
Refused	(31)

Employees at all levels in this agency are held accountable for adhering to ethical standards.

Strongly Disagree	16.5% (81)
2	15.9% (78)
3	19.5% (96)
4	23.2% (114)
Strongly Agree	25.0% (123)
Refused	(26)

Employees in the agency recognize ethics issues when they arise.

Strongly Disagree	4.2% (21)
2	7.7% (38)
3	24.8% (123)
4	41.9% (208)
Strongly Agree	21.4% (106)
Refused	(22)

Employees seek advice within this agency when ethics issues arise.

Strongly Disagree	9.5% (46)
2	17.3% (84)
3	34.2% (166)
4	24.5% (119)
Strongly Agree	14.0% (70)
Refused	(33)

Employees are comfortable delivering bad news to their supervisors

Strongly Disagree	11.4% (56)
2	18.3% (90)
3	31.1% (153)
4	24.6% (121)
Strongly Agree	14.6% (72)
Refused	(26)

Employees here make decisions that comply with ethics policies because of the ethics program that is in place.

Strongly Disagree	12.3% (61)
2	14.2% (70)
3	31.0% (153)
4	26.5% (131)
Strongly Agree	16.0% (79)
Refused	(24)

Employees can talk with supervisors about problems without fear of having their comments held against them.

Strongly Disagree	16.1% (79)
2	16.5% (81)
3	24.6% (121)
4	27.8% (137)
Strongly Agree	15.0% (74)
Refused	(26)

I would feel comfortable reporting ethics violations.

Strongly Disagree	12.4% (62)
2	12.2% (61)
3	17.8% (89)
4	29.3% (146)
Strongly Agree	28.3% (141)
Refused	(19)

When ethical issues arise, employees look for advice within the agency.

Strongly Disagree	13.3% (65)
2	13.1% (64)
3	31.6% (154)
4	29.0% (141)
Strongly Agree	12.9% (63)
Refused	(31)

Employees in this agency do not recognize ethics issues that come up at work.

Strongly Disagree	30.0% (147)
2	35.1% (172)
3	24.3% (119)
4	6.3% (31)
Strongly Agree	4.3% (21)
Refused	(28)

Ethics problem solving in this agency is better because of the agency's ethics program.

Strongly Disagree	17.6% (86)
2	14.1% (69)
3	31.6% (154)
4	23.4% (114)
Strongly Agree	13.3% (65)
Refused	(30)

Employees who report misconduct are not retaliated against.

Strongly Disagree	14.2% (68)
2	12.1% (58)

3	31.5% (151)
4	24.4% (117)
Strongly Agree	17.9% (86)
Refused	(38)

In your opinion, how often, if at all, do these types of conduct occur at your agency?

Agency employees improperly accepting gifts given to them because of where they work or what they do in their Government.

Never	56.8% (276)
2	30.2% (147)
3	8.6% (42)
4	2.3% (11)
Very frequently	2.1% (10)
Refused	(32)

Agency employees misusing Government property, time, or resources for inappropriate political activity

Never	51.6% (254)
2	27.8% (137)
3	10.8% (53)
4	5.9% (29)
Very frequently	3.9% (19)
Refused	(26)

Agency employees improperly benefiting financially from work they do for the Government.

Never	58.8% (287)
2	25.0% (122)
3	8.8% (43)
4	5.1% (25)
Very frequently	2.3% (11)
Refused	(30)

Agency employees misusing Government property.

Never	41.6% (204)
2	30.2% (148)
3	15.5% (76)
4	8.4% (41)
Very frequently	4.3% (21)

Refused	(28)
---------	------

Agency employees misusing Government positions.

Never	45.0% (221)
2	27.5% (135)
3	11.4% (56)
4	8.1% (40)
Very frequently	7.9% (39)
Refused	(27)

Agency employees misusing official time.

	Project ID (149)	No Project ID (369)	Total (518)
Never	29.5%	35.7%	23.0% (165)
2	27.3%	30.5%	29.6% (144)
3	17.3%	15.0%	15.6% (76)
4	15.8%	11.0%	12.3% (60)
Very frequently	10.1%	7.8%	8.4% (41)
Refused			(32)

Agency employees improperly accepting payment for doing their Government jobs from people outside of Government.

Never	68.3% (332)
2	22.4% (109)
3	7.6% (37)
4	0.6% (3)
Very frequently	1.0% (5)
Refused	(32)

Agency employees engaging in inappropriate political activity during official time.

Never	61.2% (296)
2	24.2% (117)
3	9.5% (46)
4	3.3% (16)
Very frequently	1.9% (9)
Refused	(34)

Please write your responses to the following questions in the space provided.

In your opinion, what if anything, would further assist employees to act ethically in connection with their work?

Project ID Responses

Nothing (6)

"Good ole boy" system and unrealistic differing demands from supervisors

A lack of knowledge of the policies, but most are covered in our internet based tests.

A person is by nature either ethical or not. Wrong is wrong. People **know** the difference.

Administrators do not lead by example.

At my place of work administration is not held accountable for any wrong doing that is reported. The Human Resource staff gives the wrong information to employees and postpones completing employee's paperwork making it untimely. The Human Resource staff does not receive the disciplinary referral, but the employee receives it. In my case as example, I was misinformed by both of the Human Resource staff about FMLA, and I received two disciplinary referrals from no fault of my own. I contacted other agencies that explained to me, that I need to contact an attorney, because I have a case against the state.

Bad examples from upper management

Be clear about what is acceptable and unacceptable behavior. For example, one must never accept any type of gift. There should be no gray area about this topic.

By observing the "Powers that be" violate policies and they receive a slap on the hand or swept under the carpet. (more than 1 person involved in this wrong doing>)

Disparity of supervisors in other agencies in same office building- not enforcing policies.

Disparity between merit comp staff and bargaining unit staff disciplinary proceedings. Inconsistent application of policy.

Don't know

Due to 2 Governors being in prison or have been in prison, makes the ethics policies a real joke.

Ethics policy is not taken seriously when Governor, who promoted policy, is incarcerated for unethical practice.

Exclusion of some executive level employees from oversight

Fear of getting in trouble and not really understanding it. (policy)

Fear of retaliation by superiors

Frontline Administration is too busy holding non-essential meetings to know policy/procedures that we are to follow by law. They make policies up to benefit their needs and amend them as such

Greed

Hard to comply when others i.e. the governor- doesn't.

Haven't heard of anyone talking about any ethics policies to report, people usually fear retaliation.

I do not believe it is difficult to comply with the ethics policies

I don't know if it is difficult for employees to comply with ethics policies, therefore I have no standing on which I can answer this question.

I have no opinion

I know of no difficulties regarding compliance with ethics policies

I only **have been** working for a year at this agency at a very low level position. I have no information to base a comment upon

if you do not have every single thing documented for months, it never happened

It is pretty easy to follow

It is very difficult to employees not knowing who the ethics officers are for the agency.

It's difficult for example to continue to truthfully and honestly comply with ethical standards and practices when a 'double standard' exists within the ranks of management and mid-management.

It's hard to be ethical when your supervisors got their job through politics and didn't have the credentials or training for their positions. They constantly break department rules but due to the fact of who they are they know they never get touched.

It's not a problem

It's not employees it's Springfield. They put people in positions of power with no background. None there, to lead people. Doesn't work.

Knowledge

Lack of knowledge

Lack of moral standards.

Lack of personal moral values

Lack of understanding

Most ordinary common sense people don't have trouble complying with ethics policies. For others, it's politics and who you know and getting what they want. Politics and ethics don't go well together- look at our government.

Need for material things

No obstacles present

No opinion

No problem

No responsibility

No support from MGMT

Not being able to report misconduct without retaliation. No one to report to Ethics officer is friends with Management directors.

Not having had any specific ethics training

Not sure, don't work in office environment American Culture

Not worried about being caught

Nothing- It is not difficult to comply w/ethics policies.

Nothing other than them making the wrong decision

Nothing that I know of.

Nothing, if you are an honest person

One person bumps another for their job due to dislike for where they are working - this starts chain of people changing jobs. Now 6 or 7 people change jobs simply because one person didn't like the job. Stresses out 6 or 7 people! Counsel the one instead of disrupting 6/7 people. Don't let one person's dislikes affect others who like their jobs.

Only certain employees are required to obey ethics policies

Our bosses are not held to same rules that we are! They are above the rules!

Our supervisors are not in compliance, and are not being disciplined for it.

People may be afraid to express unethical issues therefore making it difficult to comply

Personal values or ideals

Politicians **fail** to comply with the policies.

Politics

Poor work ethics

Seeing leaders and elected officials meet and power standards

Some of the rules are vague and may need more clarification in the future.

The people we report to are the higher pay grade that make the mistakes or ethics problems

The system is too entrenched. You would have to remove everyone from middle management up and start over, then make sure they do not have connections to elected officials, or other power brokers

The temptation to receive something that their fellow co-worker is not preview too.

There is hardly if any ethic issues. But as talk at the water cooler, co-workers + ext. See state officials, gov and ext. doing the things they do make them wonder why we have to take the same old ethics test.

Their own poor judgment!

They rationalize their behavior

Top level officials at the agency engage in blatant open corruption but are never disciplined a double standard exists.

Ultimately, the responsibility of practicing ethical standards is an individual choice. If unethical practices are prevalent within your office, policy protects you -so it's in your best interest to follow those standards

Union contracts that have essentially eliminated merit based performance ratings. Everyone is treated the same and given similar pay increases regardless of strong or poor ethics.

Well, let's see. Ethics policies, state policies, Dept. Policies, OIG policies AG policies, Vender contract policies, ex-parte communication policies, state bidding and contract policies, shall I go on?

When the people enforcing "ethics" are unethical.

You can tell some what is going on and nothing is done because of who is in charge. If upper management doesn't like you they will ignore what they are being told.

No Project ID Responses

Nothing (10)

Lack of knowledge (3)

Not enforced when violations reported (2)

Workplace bullying

"It has always been done that way"

(Labor) Being over worked and working 16 hours shifts almost every day. With only one 30 minute break. Everyone working as a team.

A lack of access to a computer for ethics in the spring supervisor sometimes unavailable to open office for ethics training. In working in a prison a lot of material does not apply to our work environment.

Afraid of being retaliated against. Supervisors can go by the book on how they treat you. They decide who gets the worse assignments, the furthest location, who gets use of state vehicles, who gets overtime, who gets assistance from other coworkers etc. I complain your looked at someone who is lazy, does not want to work etc.

Agency is not consistent. Upper management does whatever it wants.

At times supervisor will give directive to employees that violate ethics policies. When workers question the behavior of supervisor they are often disciplined or maybe even lose their jobs.

Backstabbing, vengeful supervisors, who are completely racist to begin with ([REDACTED])

[REDACTED]

Basic lack of morals or ethics before entering the work place

Behavior of elected officials. The example of these officials, who are frequently critical of state employees. E.g. past governors, representatives and senators, who shirt ethics laws often direct state agencies to fund certain groups or organizations.

Being a dishonest person by nature

Character reflects in human nature

Compliance with ethics polices is only difficult to those employees who are made up of what I consider work moral fiber and character.

Do not feel it's difficult to comply with ethics policies!

Don't know of any

Employee takes the ethics test or survey every year. The people that break all the rules are the people who know people in higher places. People just show up for jobs because they know someone got them the job. Making more money no experience.

Employees are reluctant to report to fear of retaliation

Employers are hard to comply with ethics policies because they do what want and don't care. Some times higher supervisors won't do anything.

Epcoute/supervisor trust

Every decision are made with the public health survey in mind, no matter how absorb and wasteful.

Example of elected officials followed by their verbal abuse of employees as deadbeats

Executive staff appointed by GOMB, not Director. Exec. Staff don't comply w Ethics/Director, "Knowing they don't answer to him"

Favoritism

Favoritism at DHS **agencies!** There is no strong morale in the workplace if certain LOA push workers to the limits. (i.e. way too many unrealistic tasks within a day.)

Favoritism/poor leadership

Fear of losing job or thought of differently

Fear of potential repercussion

Fear of reprimand from management

For me nothing. I know the rules on ethics policies and do all I can to adhere to them.

For our agency we are spread all over the state many times we do not get the same information as other sites and never hear of problems at other sites.

For the most part I feel that staff acts ethically. However in certain areas enforcement isn't very high which causes a lack of compliance.

Forgetfulness of policies

From a regulatory perspective, field staff is onsite w/o management. This places field employees in a position to make decisions and issue violations upon those regulated, which may result in those regulated offering unethical "resolutions" to proposed violations

greed

Greed, too many employees here that should have been fired a long time ago but many positions have off-site oversight.

Have never heard of anyone getting punished

have to trust local...usually don't trust Springfield

Having political leaders, Agency heads violate ethics politics, but telling field staff to be ethical.

Having their raises and pensions stolen by the governor and legislative.

Hiring unethical people in the first place. People don't change no matter how much training they have.

His/her own ability to make ethical decisions.

How can it be ethical to place new employees that are obviously political appointments?

I believe that can only happen when someone isn't quite clear on what's unethical. Otherwise I think it is very easily to comply on the policies that are in place.

I believe that some employees think about themselves too much, and think they won't get caught, or that they can justify their action(s) in some way.

I do not believe it is difficult at all. At my level, it's common sense and the manner in which I was raised.

I do not know

I don't believe that state employees have problems comply with ethic policies.

I don't feel it is difficult for most employees to comply with ethics.

I don't know because this does not occur in our division.

I don't see any difficulty.

I don't think it is difficult at all.

I don't think it's that difficult

I feel that there **are** employees acting ethically-no problem with it

I had one ethics question and I got helpful advice from our ethics office.

I think that some individuals just do not have personal or professional ethics, and will continue to do things that are unethical even with training and discipline. Others have ethics and would act accordingly even without ethics program.

I think the employee would most likely violate the policy if they feel the higher-ups do it and get away with it so it's only fair they can do the same.

If our government can't comply with ethics, then they can't expect everyone else to comply.

If policies are not well understood.

If that person is not forth-coming and truthful.

If they were not raised with strong value inculcation of ethics.

Ignorance

Ignorant supervisors

Impression or existence of seeing high level supervisors acting outside work rules. Feeling that supervisor won't address question actually.

In my current agency, I am not aware of anything that makes it difficult for employees to comply with ethics policy. In my prior agency I believe the intimidation felt by employees from management made it difficult to conduct besides with any level of certainty.

In my opinion nothing makes it difficult to comply.

In my position production guidelines I understand we have a large number of applications that need to be processed and we have to try and move as fast as we can, but I have seen too many co-workers throw papers submitted by the applicant away; fill in the blank answers, etc. just to move an application along.

In our facility I don't believe this is a big problem- strong ethics are expected and rules are clear

Inconsistency

It only seems to apply to the lower ranked employee's and not the higher ups in the agencies.

It starts with Governor and leaders of their Dept. [REDACTED]

It would be difficult if they were unethical to begin with.

It's hard to expect employees to comply with ethics when our state politicians are so corrupt.

It's not difficult

knowledge

Lack of leadership & training in ethics and easy access to an ethics officer.

lack of morals at the highest levels of the agency

Lack of proper supervision, very lax, no discipline for lateness. Sloppy work, inadequate work. No accountability. Everyone receives the same pay regardless of worthiness and work.

Lack of supervisor's oversight--many employees here spend a lot of time "chatting" about non-work items or SMOKING!!

Lead by example, due to the corruptions of the politicians it's hard for others to remain ethical

Management back stabs

Management forcing caseworkers to approve benefits and using the excuse that we will then report the customer for fraud.

Management is actively engaged in politics. Either at a local or state level.

Management's lack of awareness of basic ethical principles.

May be violations which don't come to my attention; hard to validate misuse of time or property

(phone/copier)
Mgmt giving directors that are in direct conflict with policy and procedure.
Most of the ethics is common sense so it is not difficult.
Most often personal moral compass is not up to par in individuals that have ethical issues.
NA
Needing in person training, and do to politics
Never had to deal with this issue.
No 3rd party review-outside or otherwise; too much anarchy
No comment.
No difficulties
No integrity in some cases.
No one cares. Inmates have more rights than staff. The rehab program is not working. All the inmates want is their good time.
No one in our location has a difficult time complying with ethics policies
No one seems to care and union protection
No opinion
No problem
No representatives for unethical behavior. I have a coworker who is chronically late to work e.g. 10-20min, 15-20 workdays/month, but signs timesheet as "on time". I went to our supervisor about this issue and was very clearly told it was none of my business what other employees of my equal rank do. I did not pursue it further. Coworker's behavior continues to this day- now in its third year.
no comment
none
None
None, instead ethics really safe guards employees.
None, it's the state's political officers that should be accountable.
Not aware of anything
Not knowing ethics law
Not knowing the ethic policy
Not knowing the policies and the consequences
Not understanding or remembering the policy
Nothing- Either you've hired an employee who is ethical or you haven't. Beyond making people aware of the rules and the consequences- taking the ethics test once per year isn't going to make someone more ethical.
Nothing ethics is common sense.
Nothing I can recall
Nothing makes it difficult
Nothing should individuals should be able and want to be ethical and follow ethic policies.
Nothing the agency I work for are supervisor worker who believe in ethics
Nothing to my knowledge.
Nothing unless supervisor requests they do something that's unethical for fear they will be retaliated against
Nothing. Employees know the ethics policies and why they are in place. You either act as a responsible, ethical employee or you don't. The state is just wasting money on employees that should be redirected to elected officials who caused the problems.
Only personal temptation. Everyone knows what the rules are.
Order from superiors that are a conflict.
Other employees

peer pressure

Perhaps not taking it into consideration when faced with an

Personal beliefs/attitudes on what they believe is right or wrong. --Political corruption --Removal of Benefits

politics

Politics upper management favorites

Poor training, poor leadership, violation of policy and contract

Put self-interest over job interest

Retaliation

Retaliation.

Seeing certain people misuse time and lying about use of time and falsifying time sheet and people know it's done with time abuse, we are told to mend our own business not to be a telltale.

Seeing how corrupt Illinois government has been

Some employees are greedy and comprise ethics for financial gain.

Some ethics policies- particularly those pertaining to the use of state equipment- are outdated.

Computers with an internet connection can be used to send personal with emails, shop, etc. Current policies don't have position that.... modern computer use

Some polies are too vague

Some supervisors are the guilty people and fear of retaliation.

state of Illinois

Supervisor and politics

Supervisor not caring if employees are late every day and not keeping good track of their employees. This makes it easy for people to not care since they never get in trouble.

Supervisor telling them to do something against HIPPA or they will lose their job.

Supervisors do not respond to problems

Supervisors that treat you speak to you in an extremely disrespectful manner. Yelling and screaming at employees in front of inmates. Please out sexual harassment intimidation with rank.

supervisory examples and discussion when small matters are reported, so we all are more aware

Taught ethics, then numerous staff assistants show up, for jobs that don't exist in positions that have no professional qualifications - i.e., why learn about ethics from those who run our government and ignore such basics as the above?

The completely unethical government and speaker of the house!!!

The directive of executive staff to get the job done regardless of how it gets done.

The ethics training we receive is the same every year and is very general. Most of it does not apply to our agency or to my duties

The people breaking ethic policies are therapists, directors and higher ups. They are the ones who report the problem to

The politicians who make the laws believe they are above it. See: IL politicians serving prison time.

The problem is middle management and senior employees.

The situations are always complex, rarely black and white.

The supervisors and other officials who are a lot examples- led people who practice what they see as example.

The system!

the union guys comply w/your weak ethics statements because they have integrity- unlike our leadership

There is no reason why people can't comply with ethical policies

There is no difficulty.

They don't understand what "ethics" means. They don't question themselves about ethical decision

making in their personal lives. If they are undercharged for a good or service it is the vendor's problem, not theirs; Therefore they remain silent about the undercharge.

They feel uncomfortable

They see those holding elective offices continually doing unethical acts and getting "by" with it. The thinking is that if those unethical officials are not punished why should the employees feel that they should comply with "ethics."

Threat of redemption

Throat OP OEIG second guessing employee decisions

Too many "connections" and favoritism in agency.

Trying to be fair to all parties dealing with the state and still obtain what will work most effectively and create the best value.

Unclear understanding

Unwillingness of ethics officer to reach out and get involved

Watching higher level officials not follow rules

We comply with ethics policies, but one elected official do not. Do away with ethics training. It is a joke.

We have government officials violating the ethics policies but yet they expect workers to follow.

What I see is employees trying to comply with ethics policies.

What makes it difficult, when you don't get support from your acting supervisor?

When they see with their own eyes that supervisors/Bureau chiefs are NOT complying with dept. policies and taking advantage of who they are and how they got their jobs at IDOT (POLITICS)

You would be the only one to do it

Your policies only apply to low ranking employees of color. If one is a white male self-proclaimed "buddy" of the "Gov", he can kick open doors, curse and threaten everyone.

In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?

Project ID Responses

A comprehensive employee evaluation would detect an employee's conduct.

At our office we do not have ethics issues. Springfield with their hiring practices is a joke.

Awareness

Being able to report supervisor's wasting/ doing nothing on state time without being retaliated against.

Being held accountable for their actions.

Better leaders and supervisors

Church the Bible

Clean house starting with upper management

Continue with annual ethics training online

Continue with the yearly internet testing and maybe every five years have a classroom session.

Continuing ethics training. The examples used as a part of the internet training are very helpful.

Continued knowledge of Ethics Act.

Develop personal moral values

Difficult to answer. Either you practice ethical behavior or you don't. Move about the character of the person than training.

Don't know- I believe a person who is going to act unethically will do so regardless of anything to assist them in not doing. Education is most beneficial to those might act unethically inadvertently or

through lack of knowledge.

Eliminate political patronage & favoritism within the agencies. Eliminate influence of politicians beyond lawmaking activities. Boost moral & keep promises to employees

Eliminate politically appointed staff. Rapport suffers due to Administrators being appointed to positions because of who they know or pay.

Enforcement of the policies.

Everyone should have a book/booklet and then it's all in black and white instead of computer screen 30 mins. once a yr.

Everything and everyone is down the middle. Promotions the whole nine yards. If your competent and deserve the promotion it should be that way. Out because of who know us Springfield?

Face to Face trainings by outside sources (other than the agency you work in) and prompt responsiveness to ethical reporting issues.

Fear of punishment

For their respective departments to hire more employees to reduce work load and staffing shortages. If the state would treat employees (front line employees) not political hires, as real people instead of political pawns for each legislative district you would get better employee performance.

Get rid of cronyism.

Good examples from upper management

Harsh punishment for those who willfully disobey with the ethics requirements.

Having the ability to actually be anonymous and report to an outside agency with no ties to the government. Allow employees to speak to media.

I think we are smart enough to know what we can and can't do. We aren't stupid. The money spend is ridiculous when the money could go for better use in the system.

if a problem arises, discretely talk to others in the same work place

If all levels of government fully followed ethics policies.

If one thought an employee would have problems being ethical the employees should implement a better employee selection process.

If there is a specific concern go directly to that person instead of blanket statements during monthly staff meetings. Go to that person when it occurs.

If they understood the implications of their actions

If they would see upper management/politicians held accountable for their acts.

If you want the ethics program to impress people, then you must demonstrate the consequences of not complying with it. It seems that if an ethics violation is found, it is hidden from public view. Either get serious about the program or stop wasting tax payer money.

It all starts in the head office!

It's not a problem

Knowing and seeing what happens to employees who violate issues.

Less greed less glamour of the rich Mgmt public awareness of rich corruption more hail time for white collar crime.

Maybe if the executive branch of Gov't and all their politically-appointed hacks acted more ethically, then employees would as well.

More confidence that decisions are made by administration with the ethic policies in mind

More ethics education.

More in services regarding ethical conduct

more stringent accounting of their time

More training

More training and better training

n/a

No opinion

Not sure, I guess keep on making it mandatory for all employees to test every year. ([REDACTED] was)
nothing

Nothing more needed

Nothing that I know of.

Nothing that makes sense. Surveillance in the work place and a paid whistle blower program would be a stronger deferent for the small number who are out to game the system somehow.

Nothing, it's who they are- their character

Nothing, we do everyday

People are going to do what they're going to do regardless of any ethics training. The ethics program is a waste of state time and money.

Performance tied to compensation and career advancements.

Phased out political appointments and hiring specific job titles with experienced individuals

Provide specific examples of ethical violations and the disciplinary outcome.

Routine training is helpful as well as supervision meetings literature posted or hand delivered are also good methods to insure the message or communication of ethical conduct is consistent.

Seeing senior staff and politicians being charged and punished for unethical behavior.

Seeing superiors follow ethical practices

Standing on the throats of top management (not at local levels, but the top dogs).

Supply materials and time so employees can read and answer questions about the policies. This would have to be mandatory.

Teach political leaders, appointed directors and decision makers in the management team to be fair, honest, and what the true meaning of ethics is the leaders need to be held accountable for their ethically challenged decisions I believe some of them have underlying or appointees.

The internet ethics class each year has plenty of info and web-sites and phone numbers to assist employees.

They do fine the way it is.

Those few who commit unethical acts might not have done so if the manager: staff ration were more realistic

To have ethical bosses!

To many believe employees need to know more about how their jobs are related to ethical decisions from cases to job performance etc.

To receive ethics training

To see something done about the offenders

We need to be treated fairly. There's far too much racism, favoritism and politics going on. The officer's morale is low example! IA supervisors calling officers Bitches and receiving no discipline

What would further assist employees to act ethically in connection with the work place is fair treatment, everyone is held accountable for their actions, and ethical training more than once a year.

No Project ID Responses

Nothing (7)

Proper discipline for violations (2)

Training (2)

Educate them

1) Employees would turn in those who abuse the system if they didn't fear retaliation for reporting (whistle blower), even though they are protected by the 'Retaliation Act' 2) Holding supervisors accountable!! Since they are 'connected' nothing gets done!!

A clear understanding of protections under the act.

A real investigation and follow-up punishment. No to be told, we have no place to put him () because nobody likes or wants the trouble that goes with him.

A supervisor who practices what they preach like ours.

Accountability

Accountability for management at all levels.

Actually have upper mgmt that doesn't lie, cheat, and steal then expect us to take a f***** ethics test.

Additional training on specific areas of concern (procurement, e.g.)

Again most of the ethics is common sense and 99% of frontline employees don't act unethically. The problem is the higher ups get greedy and no amount of training is going to stop it. Enforcement and discipline at that level would be the answer.

Have respect for other staff. There is no consistency in any aspect of corrections!

All government officials become ethical.

An ethics officer on the local office premises; actual monitoring of time, resources, devices, etc.

Annual ethics training is good reminder of how we are expected to work.

At my previous agency, there needs to be top down restructuring.

Awareness training

Bad/good examples of inappropriate behavior

Being able to go home on time and not be held. Also, better pay.

Being allowed and supported when making determination of eligibility with Medicaid and SNAP.

Being better people instead of crummy little losers

Better time keeping system. Too much left to employee's discrete sense of honesty.

Better training current online mandatory training is not effective.

Common sense training

Communication with management on any situation that concerns acting ethical. Particular for those employees who work independently, in a regulatory role.

Conscious

Consistent enforcement of ethical policies/expectations by supervisors/bureau chiefs.

Continual training and informative advice.

Continue annual training

Continue training

Continuing training

Continuous education

cut out political apt

Discipline those employees who misuse the computer internet during work time for personal use

Discipline for those who cheat or lying about time abuse and using state property for personal use (side business) telephone fax machine.

Division heads + above often abuse their positions by come + go as they please during work i.e. show up late, leave early. The most important decision is where they are going for lunch. They do not lead by example. Most are put in these positions w/o knowledge of what the agent does. They do what they want with impunity.

Education

Eliminate non-emergency overtime

Employees are encouraged to act ethically at all times

Employees I have encountered have acted ethically

Employees need to be more vocally supportive and defends each other's action when those actions are just and hold each other accountable when unjust actions are did.

Employees should further be assisted with regards to unethically behaving in regards to their work. They should be informed and confronted to any employees violating any ethical issues.

Enforce punishment equally from supervisors to the lowest employee stop retaliation against those who report ethics issues. Retaliation is the biggest problem concerning ethics violations. (Take it serious)

Equal treatment in disciplinary actions

Ethics issues where I work are pretty straight forward

Ethics begin with supervisors and end with employees. The actions of supervisors speak volumes and the enforcement with employees set the environment.

Ethics class. Interactive.

Ethics training specific to our agency's role/function

Follow-up actions taken, responding to ethics questions/problems that have been up channeled.

For the OEIG to investigate (and conclude) investigations in a timely manner.

For the state to honor their contractual agreements and to stop ill effecting their loyal employees lives

From my view and conversations with others, we have very good ethics in our agency by most workers. The unethical practices type are from "political hires" and it is not changing in Illinois and appears to be problem not willing to be addressed.

Further education and accountability on the major or most frequent ethical violations.

General rule of right and wrong

Good leadership

Governor and elected officials should comply with the same ethical policies that we are held to.

Group discussion

Having state leaders comply

Have knowledge of the ethic policy.

Have the mandatory training 2 or 3 times a year.

having ethics training that actually applies to the specific employee's position

Having exec. staff and upper mgmt practice what is expected of staff

Higher standard of ethics from highest level

Hire better employees at all levels -not political hacks

hold everyone accountable for their actions even the higher ups

Holding Mgmt (top) accountable

Holding your directors and his staff to the "Standards" inflicted upon me. You are only interested in your overseers keeping your "pickers" in line.

How can it be ethical to have a culture that allows some too routinely or consistently abuse time? i.e. do little or nothing all day This is stealing time

I believe majority of state employees are...

I do not know

I don't know if anything would help employees act ethically. You either have integrity or you don't.

Unethical acts go hand in hand with lack of integrity.

I don't see a problem with any of my coworkers ethical practices.

I don't think there is a solution. Its human nature, no one wants to take on responsibility of ... (it's too big of a problem) People don't care of public funds like their own or their own property.

I feel we assist to the best of our ability

I feel work need to know who to call about their concerns and steps need to be taken to protect their identity.

I have not suggestions. I don't there needs to be any further assistance.

I think it comes down to discipline. A lot of employees are not disciplined for their actions. Union or

not, they should face the consequences.

I think that most employees do hold strong ethical values. I have heard of violations, but not in my local offices.

If all employees were on the same page

If management would act ethically. The Governor signed a contract then refused to honor it. If the Governor doesn't have any ethics how can he expect that any of his subordinates would have any?

If the chiefs in Springfield were held to the same standards as the Indians

If the supervisors and upper management would follow ethics policies themselves

If the unethical practice going on in the state was dealt with in Springfield

I'm not sure. Maybe making it clear to everyone that rules apply to everyone.

In my opinion, the employees in the office would not need further assistance to act ethically with their work since they are already working ethically.

In our office we know how to make contact with the union.

In person ethics seminars

In person training environment that allows interaction with the trainer.

Increased accountability to supervisors, closer monitoring by supervisors.

Increase in social media to reveal ethical violations that are job-related

In-person training with ethics officer

Jail the executives and office holders doing unethical acts. May have to use federal auditing to acquire justice. Set an example that "ethical conduct" should be followed.

Just keep the training coming each year

Keep them busy. If they all worked like the employees in the DHS/FCRC offices- they wouldn't have time to mess w/any of the ethical violations that are given as examples in the ethics exam.

Keep up the yearly training sessions.

Knowing for sure that the pieces of "SHIT" politicians who rob us of our money and ultimately our futures are held absolutely accountable! Huge issue

Knowledgeable supervisors that held all employees to the same expectation to have contracts with agencies that are followed without special exceptions being made

lack of conscience

Leave our pay and retirement alone and let us get our work done.

Less employees- there are far too many PSA positions creating too much opportunity for waste of time while at work.

Make people who make the buying and hiring conform and quit bothering the lower people who make no such calls.

Make sure every employee knows who they can contact within their agency whenever questions or concerns arise.

Management being fair to employees, too much clout. Saw people sign out at night, sign in for next day and don't show up for work excuse doing homework for supervisor.

Merit compensation system and more discipline for inefficient workers and supervisors/managers

Monthly dept. meetings

Monthly or bi-weekly meeting to discuss or reflect on situations in the work place.

Moral

More "random visits" from the ethics board, more reviews of employee records proper and thorough investigations into the ethical/violation. Never have I worked for an entity that can manipulate harass, bully subordinate officers while higher ranked offices do the same violation and get a slap on the wrist or get a promotion from the violation.

More consequences follow through by management on discipline.

More examples of unethical behavior and consequences

More frequent reference to policy and examples of how policy has been violated.
More information on outcomes of investigations. Perhaps a quarterly newsletter.
more neutral outside mediators
More real like situations to the everyday employee for training purposes.
More supervisors at every level- Everyone should be accountable to someone. There would be less temptations
More support form supervisors
More than a half an hour to hour session on a PC.
More training on a quarterly basis; instead of annual.
More training other than the once a year ethic test.
Most do 100% at the agency I work at
Most ethics trainings focus on campaign activity, procurement regulations, and accepting gifts. There should be more time dedicated to the ethical use of state time complete with trainings on agency procedure on travel, reimbursements, time-changing, etc.
N/A
no comment
No comment.
No favoritism at DHS agencies! Management should give all workers a chance to grow and succeed in the agency instead of showing interest to help out only a few select individuals.
No opinion
No problem at my office
No union for supervisor
None
none-should alright be properly trained
Not aware of anything
Not sure, because people trying to get away with unethical practices have the mindset that they will not get caught. (I.E. former governors). And other executive branch cronies. Blagojevich made state employees take ethics test every year, where is he now?
Nothing everyone should know right from wrong.
Nothing it will never change
Open communication to supervisor without retaliation
Politics is a problem
Prosecution or dismissal for failure to comply.
Provide easy to read fast sheets for the posting boards as good reminders--keep up good training w/easy to understand examples
Recognition for doing so.
Reminders during political season that no one should ask political questions--that makes it seem we should be doing something
Remove unethical persons from management positions despite their political influence.
Report more often
Require high ranking officials and politicians to act ethically
Respect from higher level staff for decisions. Know all layers (staff) follow same set of rules and consistency form office to office on decisions made by upper layer staff across all units/divisions.
Respect from superiors and be allowed to do ones job.
See staff assistant positions stop.
Seeing compliance of all ethical standards; ie, misuse of state property, time and resources.
send them all to church to learn about morals, than ethics
Set up a small 3x6 booklet with five to 10 of the most important rules and policy of ethics law and

distribute to employees who deal with the public.

Start watching funds used on jobs, watching supervisors, time off, check on policies to see if their working.

Stricter penalties for violations; clearer expectations

Supervisors doing their job- making sure employees are on time, taking breaks and hour lunches.

Making sure leave slips are turned in for time off

Supervisors holding employees accountable on job performance and unethical acts.

Supervisors requiring staff to adhere to personnel policies RE: time & attendance; mis-use of government equipment

Target applications, take note as to what is submitted and review after it is processed to make sure policy was followed and all paper submitted was accounted for and used to make a determination.

The ability to report infractions, without being named, to an independent group or outside of the one they work for.

The arrangement- lack of ability to ensure privacy and professional ethic between employees.

Their own moral compass

They need to understand its part of the duties required to maintain their position. That it's where a lot of people fear it hitting the most- their finances.

They should have a desire to do the right thing

To see their administrative staff act ethically in their roles at the agency!

Training

Treat them fair, don't intimidate, and don't show favoritism, open up to them.

Unfortunately the only thing deters those individuals is the fear of losing their position in most cases.

Updates, periodic notices in addition to annual training

We get management political appointments who know nothing about the work performed that they are responsible for. If we would get mgt who was qualified to perform the ethics/ moral wonna be better political appt do whatever gov/director wants evens if unethical.

We know the rules. In central region we follow the rules. Nothing more can be done for us.

We should have good morals too.

What I see is employees trying to comply with ethics policies.

When supervisors are held accountable

Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness and service to the People of the State of Illinois?

Project ID Responses

No (3)

Ability of some employees to have another state employee take their mandated state of Illinois ethics exam for them.

Absolutely NO ONE!!!

All licensed professional (nurse, engineers, etc.) have already promised to uphold high ethical standards in their professions.

EFA Rebecca Burgin, Warden K. Akpore

Gov. Patrick J. Quinn, for instituting stringed Ethics Training.

Governor Pat Quinn...as imperfect as it has been...has by leaps and bounds increased the level of transparency in state government, increased the consistent application of policy and has enhanced our state equality/inclusiveness factors.

HA HA HA! The state of Illinois doesn't care about people that are ethical and strive to serve with

honor.

How is it possible for a person who was twice convicted of sexual assault type crimes as a law enforcement officer to be given a job as a parole agent, then re-offend and there be proof. But to avoid law suits he was allowed to remain on paid suspension until he retired and collect retirement with no repercussions, Yet this is ethical.

I am an hourly, part time temp. Work for show removal. I have only worked seven days for training so I have been around to yard to know most of the answers to the questions asked

I conduct new Employee orientation every two weeks for every state employee hires @ Revenue, CMS, OFPR, Insurance, Lottery, Gaming, Racing & ILHIEA, + taught ethics over 500 new employees last year. I feel they are being well trained and kept up to speed n Ethics Laws.

I have not witnessed any ethical violations in my year.

I never see or hear of anyone acting unethically in my department. I think that any unethical behavior occurs at a level higher than what I work at.

I work for Corrections; I have for 27 years of service. I believe an interesting study that could be conducted by your students would be to research the amount of service time IDOC Administrators throughout the State have. Research their resumes to see what type of work they did prior to being appointed to an administrator's position.

I would like Breand Morris recognized for putting individuals served first.

I would like to recognize Melvin Abernathy/Correctional Officer and T. Davis/Major. The two are employees at Stateville NRC at assist employees with issues providing valuable information. I thank you for your survey. Take Care.

I'm in my 4th month as a state of Illinois employee and for the most part, I have not observed any behavior which hints unethical work performance.

In the military you have to stat 24 mos or more before you can rotate to another job. One has to (learn) to get along. Concentrate on the job not bitch about the job etc.

It is not possible for me, an s an individual employee to answer most of the questions being asked in this survey, to be able to do so; I would need to be able to read the minds of fellow employees. In my opinion, whoever is responsible for the current ethics program, and for development of this survey is responsible for a colossal waste of state employee and the tax payer's money.

It starts from the top (leaders of our state)

Kelly Sullivan Missy Moore

Making employees, all employees accountable for their work and an understanding of expectations would make for a good productive work environment.

Mr. Greg Bennett, Manager at Broadway Central FCRC

No one at this time

Overtime abuse is a tragedy and needs to be controlled + better monitored

RN's, LPN's and CNA's work very hard taking care of the patients and residents at the Illinois Veterans Home at Quincy

Robert Holas

Senator Dave Leuchtefeld

Start over!! If you are unsure what ethics, support this computer test! It's a joke! You want me to take a test and give connect awareness to grubugl that I see going on around me every day! Bottom line. Thanks whats this. How can a kid be a Warden at DanvilleCorr. when everyone there knows he brought every rank his ever had. Change crap when this and you will have my attention. Otherwise surveys like the is is water color. Smoke filled, waste of time.

Sure. The entire "Ethics Program and Training," started by a Governor who is now in Federal Prison for ethics violation, is a complete waste of time and tax payer money.

The e-learning ethics training is the same every year. It is not great- we are told to "tale our time" and

we get disciplined if we finish training too quickly. Our jobs are very stressful and time consuming. Taking an hour for this training is a waste. Hai us sign a statement that we have read /understand leave it at that. The ethics violations don't occur at front line workers as much as high level supervisors.

The Governor leads by example. He is very fair and ethical and has exceptional integrity.

The problems within state agencies is not within the laborers themselves, but within management!

The state needs to open their eyes!

The training we get needs to be given to the people in the job that will make a difference. Us lower income have to take this training every year and it doesn't pertain to us. We don't deal with politics of the job.

There are many "rank & file" personnel that question the ethics of ethics training being administered by political hires or appointees who seem to flaunt an open disregard for ethical behavior in their political positions.

With a corrupt state government, we need new blood in office. Start with term limits.

Workers generally know what the rules are concerning ethics the training has little to do with stopping any abuses it is more of a personal moral question.

Yearly ethics training is not effective

Yes, Brandon Phelps our IL State Rep. He had stood with us in the bad and in the good and has taken his time to meet if needed. "(THANK YOU BRANDON)"

No Project ID Responses

No (3)

No! (2)

A large number of state employees act ethically in their daily work- driven by their own personal value system. It is sad that these corrupt managers force training tot eh persons who actually act ethically while choosing political expediency above any sense of stewardship to our taxpayers. They see state government as a method to enrich themselves-- not an opportunity for public service. Was this Act enacted to demonstrate that state employees would not act ethically unless forced to do so? How insulting!

A very stand-up and strong ethical supervisor. Major Hunter. Stateville C.C.

Absolutely not

All those state employee's like myself who take their job seriously and truly do care! Our political leadership is embarrassing! "Truly not just here but nationwide."

At our site everyone is on the same page. Our front line people are great but very seldom hear that from our agency in Springfield.

Be able to be anonymous

Computer ethics course + our leaders are a joke. Blago started all this w/his buddy setting up this ethics course and made money for it. This just covers their backsides. +the best of our leader's w/the lawyers.

Consistency

Didn't know answer to a lot of questions so use #3 as answers.

Director Godinez

██████ the investigator at Schaumburg who is so crooked, that it end up with an arrest and jail-way to go- he was perfect.

Employees need to be considered valuable by management/legislators. Without respect employees are more likely to violate ethical standards.

Ethical reminders throughout the year might help reduce unethical behavior, disseminate names of

ethics liaisons.

Ethic training in the spring, often with staff shortage it takes staff members away from security posts. This is discussed in our annual training to all staff 10 months through the year. Ethic should be done at annual training only.

Everyday common workers are not the problem. "Most workers" provide exceptional integrity, fairness & services to our people. It is only a very few, mostly with the State Congress, House of Reps. that cause problems that are very often swept under or overlooked. (Inc. the Governor's office from past PR actioners examples) look to the high-up mgrs. & superintendents Agencies

FAIRNESS has to start at the top!

For 37 years I have watched my fellow rank and file employees go above and beyond. The results being treated as slacker cretins who are completely corrupt and are so lucky to have you keep us honest while you chisel away our standard of living and steal or pensions. At least the fat North Korean is honest.

Get rid of the test for the frontline employees as they do not award contracts and accepting political gifts would not do anything for them, so they do not do it. The training should only apply to those who are in the position to award contracts or jobs. NOTE: The governor that came up with this is in prison.) Furthermore, this useless annual training for frontline employees cost the state in manpower.

Govenor Rod implemented the ethics policies and he is serving time in a Colorado Federal prison. Gov. Ryan also was in prison both set bad examples. It is unethical to know that your contract to pay the state workers the money owed to them. Gov. and elected officials vote themselves raises and haven't funded our pension for the last 30 years.

I am not aware of anyone who meets these criteria.

I am originally not from Illinois and my prof. ethics to being an engineer in the state has always been what i hold myself accountable to. I will not retire in this state as basically disgusted with lack of ethics in elected officials in IL.

I believe our facility clearly communicates what is expected from employees and our ethical standards are high.

I believe that the Warden at our facility Keuwe Akpone is very exceptional in his integrity and genuine concern for employees as well as inmates in an arena where he is surrounded by people who are disingenuous people.

I completed this form as I was answering for my office (Bureau Co FCRC) We have a great group of people employed they all have good values and morals.

I feel it is our own responsibility to act ethically in our jobs. Each of us as individuals know what is wrong and right. There is no grey area.

I feel that Central region tries to be very fair with our employees and clients.

I feel that the disability claims adjudicators provide exceptional integrity, fairness, and service to the people of the state of Illinois given the record number of staff and increased case load.

I feel there needs to be an extensive investigation into ethical violations at the Waukegan DCFS Field Office for workers are afraid to report violations. Clients rights have been violated to the point there children have been taken without cause or indicate for things they did do to their children.

I like to recognize Ms.K. Kilpatrick as long as I known her she has always been very professional since her promotion she has shown even more professionalism and ethical in her dealing with staff as well personal. I myself have known to receive different wards for my ability to maintain a very ethical and confidentially in dealing with...

I think the computer training we are required to take once a year sufficient in explaining almost everything for me. It is more the day to day work in my bureau that frustrates me. We should be following policy and reviewing applications to put people in programs they are entitled to, not pushing applications through to "get them done" and reach production standards.

I want thank ethics program to help employees to deliver services in higher standards as expected by our customers and win confidence of customers in our government.

I work for the O.I.G. Ethics and integrity are very important.

I would like to recognize all state workers for their integrity. I wish our elected officials had ethics and integrity.

I'd like to say that this place invests positions for their friends then give the invested position person an aid, so another one of their friends can have a job sitting right next them.

I'm not partial to anyone, so far have all been equally helpful and exceptional.

If you work 16 hours you should be able to go home without having to wait. Also, should get two weekends of a month to be with our families.

Illinois lawmakers shouldn't be exempt from the ethics training. They are the ones who are most likely to be offered bribes or gifts to influence their decisions.

In my 28 years there is only one that has always done the right thing, Sgt. Ashbaker

Integrity and fairness should be the norm- not exception.

It is the political figure who needs the training. They require it of the employees but think it doesn't apply to them.

It's hard when all upper management positions are filled by people with zero experience in the field and minimum education. The politics are sickening.

Joe Mueller at the Illinois Department of Employment Security is vigilant in ensuring the integrity of ethics at IDES.

Just a question in my mind. Why are 90% or more state politicians lawyers in private industry? and if they know "Law" they should know what contract is. When I was hired as a state employee I was told what present of my day the state would take and after many years how much I would get. I had no choice; they took my money, as well as they did that, my contract as an employee was sealed. Now the state leaders want to alter contracts? That is unethical!!!

Kevin Marchell-Program Development Engineer- District 2- IDOT Paul A. Loete- Region 2 Engineer/ Deputy Director of Highways- IDOT Jeff Heck- Office Quality compliance- Review IDOT

Linda Butler, Brian Questell

Micheal Beaman supervisor he believes in fairness for all.

Most employees want to do a good job. Politicians blame us for their corruption and mistakes, leading to not caring.

Most state employees maintain their own integrity and ethical behavior.

Mrs. Anita Colvin, is a supervisor. She is great with everyone in the office (staff) and the people we service, she is knowledgeable and patient, she is easy to approach and talk to always ready to help us.

My agency is very good about keeping employees from abusing use of equipment and accepting and accepting gifts. There are many checks in place to keep everyone honest.

My new agency, The Dept. of Agriculture, has terrific personnel. They treat the workers like human beings. Unlike the LOA at the Dept. of Human Services in Humbolt Park FCRC.

My supervisor. I can ask him about anything if I need advice. Even the site tech on ethics.

My supervisors Debbie Helms and Beda Beall. Both show integrity and fairness to all employees in our bureau.

my supervisors, my union steward, follow works and all the training we have gotten

NA

no comment

No one that I asked in my dept. knows who our ethics officer is... This was not included in my new employee orientation.

No, but the obverse of the above would be the governor and the speaker of the house.

Not at present time.

Not at this time

Not clear

Nothing at this time.

Nothing in this survey discusses agency misuse of funds by too readily providing services /funding, and not taking efforts to stop customer fraud. Misuse of taxpayers money by giving it out in undeserving or fraudulent conditions is a major unethical problem much larger than any of the 8 examples listed on previous page.

Of all the sections you leave out, you excluded sexual harassment discrimination, and unfair treatment of promotions, awards discipline and evaluations. It's an everyday soap opera of the same people and same situation. If you have the money and political connections, you got the job.

One set for all

Overall, I think very few employees violate ethics rules, etc. There are a few that do.

People campaigning on the phones.

Recently, there was an audit done by the office of Compliance Review. Seems like the worker Bees were randomly checked regarding time cards, sign in/sign out sheet and leave requests. Why not audit the bureau chief who comes and goes without repercussion "doubt his time matches what he puts down as working"?

Respect your staff. We deal with inmates on a daily basis and higher up could care less about their staff. A "please" or "thank you" would be nice.

Revenue- field supervisor- frequently misuses government time and money under the guise of travel. I am not afraid to defend my comment so if further information is needed please contact [REDACTED]

Roberto H. Hernandez

Sadly, NO

Same employee is blatantly unethical while at work. Talking on personal cell phone, using state phone for personal business; playing Sudoku, contacting other HFS/DHS employees to attempt to get additional benefits for her family and friends. Supervisor is aware of this behavior.

Something needs to be done regarding issues in the Lake Co FCRC DHS local office. Ex: supervisors behaviors and attitudes towards their coworkers and employees. ex: forgery of state docs ie. Sign in/out sheets, employees and or relatives receiving DHS assistance. Please recognize Kathy Craigen, HSCM for her fairness and dedication to both employees and clients in Lake County, IL.

Start hiring people for upper management that have experience with what each agency does. These people are often hired by political connections and know nothing of their job. Employees see them getting paid for little or no work. No one will file a complaint b/c these people are told who filed the complaint in their agency and I have seen people demoted or moved to other areas for filing a complaint. It is much worse in the last 10 years.

start with investigation on facility first

State employees DCFS staff- need to be doing a better job with everything-professional pride in their work and environment, etc,etc,etc-Earn ST everyday.

Steve Nieman

Stop hiring men of questionable backgrounds to lead state agencies

Stop turning the other way with higher ups in state agencies they're constantly violating ethics policies and nothing is done about it.... Good luck.

The EEC is good for whoever is in charge for a WITCH HUNT! (protect your friends, destroy your enemies)

The examples given in the ethics test for most part- are not applicable to people on the front lines of our agency. And the governor needs to set the example- not sure avoiding the people who make up this great state screens ethical- In addition the stat is made up of more than Chicago and Springfield-

The "other" listed below tells me all I need to know. There is Central Illinois South-Central IL and Southern IL.

The frontline people workers and supervisors are exceptional. Yet mgmt. feels they know better and continually makes everyone's job more difficult.

There is little or no trust of our political leaders and political appointees. It is very hypocritical for our state leaders and politicians to tell employees to be ethical when they violate ethics every day.

There is too much generalizing and questions about agency. It should be directed toward "your" leader/group not agency wide because I have no idea what happens agency wide. Also people may feel that even anonymous evaluations can still be used against them. I think trading a vote for a position is unethical yet our executive still did it.

There should be consistency in everything to be implemented. Fairness should be always a core for team work. There should be a merit or award committee to recognize hard working and enthusiastic workers.

This agency has a history of hostile work environment, with nothing done to alleviate the problems.

We have the most current government in the nation and you worry about my ethical behavior

Why does this apply to only state agency employees and not our elected officials?

With the expectation that you are to do three times the work with half the staff it is understandable why some workers behave unethically

Workers who bring kids to work when ill or lack of daycare inappropriate. Workers leave during work hours to shop, return and share their purchase by doing a "runway show" which interferes with people who really want to work!!

Yes, I think Linda Kobler RN- INA-Rep who has been with the state since 1973, has been dedicated to help the RN's to have a fair, equal role in the INA union policy

Yes, Jack Fleeharty, he is fair, consistent, and approachable and follows the rules and expects the same from his subordinates.

You know, we've had two governors in prison for behaviors that were ethics violations-- [REDACTED] [REDACTED] had no legal consequence for selling contracts "a proud Illinois tradition-unethical behavior!"

You should ask the opposite of this question. Then I could start the list with Gov. Quinn and work down from there.

Please select the one response for each question that most closely describes you.

How long have you worked for the State of Illinois?

Less than 4 years	11.2% (58)
4-10 years	16.0% (83)
11 to 20 years	33.4% (173)
More than 20 years	37.6% (195)
Refused	1.7% (9)

What are your financial disclosure responsibilities?

I file an Economic Interest Statement	29.0% (150)
---------------------------------------	-------------

I am not required to file an Economic Interest Statement	39.4% (204)
I do not know my filing status	24.1% (125)
Refused	7.5% (39)

What is your location?

Springfield	24.3% (126)
Chicago	16.6% (86)
Other	55.6% (288)
Refused	3.5% (18)

Do you hold a supervisory position?

Yes	24.3% (126)
No	73.7% (382)
Refused	1.9% (10)

ILLINOIS EXECUTIVE ETHICS COMMISSION

2014 SURVEY OF STATE EMPLOYEES

Please read the following BEFORE completing the survey

Study Purpose

This survey is designed to gather feedback from employees about their awareness of the State's executive branch ethics program and their attitudes toward ethical issues in their agencies. It will be used to help the Illinois Executive Ethics Commission improve the executive branch ethics program.

Frequently Asked Questions

How will confidentiality be maintained?

This survey does not ask for any information that would reveal your identity (for example, your name, social security number or specific work location) or your agency's identity. The survey does not contain any identifying markings. No one will be able to identify you from your survey responses.

Why did I receive a survey and a coworker of mine did not?

Employees who received the survey were randomly selected from employees in the executive branch of state government.

Definition

For the purpose of this survey, the term "ethics" and "ethical" have a narrow meaning. They are intended to describe the rules of ethical conduct based on two fundamental principles. Executive branch employees—

- Should act impartially in carrying out their official duties and
- Should not use their public office for private gain.

The State Officials and Employees Ethics Act, for example, includes ethics restrictions and prohibitions that limit or bar employees from—

- Accepting gifts given to them because of where they work or what they do in their State jobs;
- Doing work for the State that could benefit them personally;
- Misusing official time;
- Using State property, time, or resources for inappropriate political activities.

Types of misconduct NOT covered by this survey include:

- Sexual harassment
- Discrimination
- Unfair treatment in terms of promotions, awards, discipline and evaluations
- Substance abuse

Your agency's ethics program involves activities that are undertaken to assist employees in understanding and adhering to the State Officials and Employees Ethics Act. Program activities include educating employees regarding the ethics standards expected of them and providing counseling and answering employee questions about ethics.

Please complete this survey only if you are an employee of an agency of the executive branch of State government. Please respond within seven days of receiving this email or letter requesting your participation.

Thank you very much for taking the time to complete and return this survey.

Instructions: Unless otherwise indicated, please select the MOST appropriate response for each question. The scale ranges from 1 (Not at all) to 5 (Very much so).

	Not at all	2	3	4	Very much so
How familiar are you with the State Officials and Employee Ethics Act?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you believe each of the following items describe an objective of the Ethics Act?					
To prevent violations of ethics policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To educate employees regarding the ethics standards expected of them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To ensure and strengthen the public's trust in Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To detect unethical behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To discipline/prosecute violators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To ensure fair and impartial treatment of the public and outside organizations in dealings with your agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To answer employee questions about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Not at all	2	3	4	Very much so
How familiar are you with the rules of ethical conduct for executive branch employees?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How useful are the rules of ethical conduct in guiding your decisions and conduct in connection with your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you aware that there are officials in your Office whose job responsibilities include providing advice to employees on ethical issues?

- ☐ Yes ☐ No

In the last 4 years, have you sought ethics-related advice in connection with your work?

- ☐ Yes ☐ No _____ → If no, skip to next page.

Did you consult your ethics officer?

- ☐ Yes ☐ No _____ → If no, skip to next page.

If you consulted an ethics officer, how helpful, if at all, was your ethics officer? (If does not apply, skip question)

- ☐ Very helpful
☐ Somewhat helpful
☐ Not very helpful
☐ Not helpful at all

Continue survey on next page

This section is only for individuals who did not consult an ethics officer in the last 4 years. If you consulted an ethics officer, please skip the following section.

If you have sought ethics-related advices but did not consult an ethics officer in the last 4 years, please indicate whom, other than the ethics officer, who you consulted (e.g. Supervisor, Human Resource Office, General Counsel's office, etc) and rate the helpfulness of each.

Indicate below	Not	2	3	4	Very
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Why did you not consult your ethics officer? (CHECK ALL THAT APPLY)

- ☐ There is no ethics officer
- ☐ They do not have time for me
- ☐ Believed nothing would be done
- ☐ Other, please specify:
- ☐ Did not know there was an ethics officer
- ☐ No confidence I would get good advice
- ☐ Afraid I would get in trouble

If you have not sought ethics-related advice in the last 4 years, why not?

- ☐ Never had a question
- ☐ Confident in my own ability to address issue
- ☐ Believed nothing would be done
- ☐ Other, please specify:
- ☐ Did not know whom to ask
- ☐ No confidence I would get good advice
- ☐ Afraid I would get in trouble

For the purpose of the following questions, "ethics training" includes not only instructor-led training in a classroom setting, but also the opportunity to review written materials, watch video tapes, participate in computer-based training, etc.

During the past 4 years, how often have you received ethics training?

- ☐ Once, as part of my new-employee orientation
- ☐ Every year
- ☐ Have not received training the last four years
- ☐ Every few years
- ☐ More than one time each year
- ☐ Have never received any training

Please rate the usefulness of your ethics training with the following items. The scale ranges from 1 (Not useful) to 5 (Very useful).

	Not useful	2	3	4	Very useful
How useful, if at all, was your ethics training in making you more aware of ethics issues in connection with your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How useful, if at all, was your ethics training in guiding your decisions and conduct in connection with your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continue survey on next page

For each of the following training methods, please indicate whether or not you have received ethics training via that method. If you have not received training through that method, please do not rate the effectiveness of that training. The scale ranges from 1 (Not effective) to 5 (Very effective).

		Yes			No
In-person instructor-led lecture or discussion		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Teleconference or satellite broadcast		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Videotape		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Computer-based training (e.g. Internet, Intranet)		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Reference materials		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Direct communication (e.g. newsletter, email)		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Tri-fold brochures		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Yes			No
Other, please specify:		<input type="radio"/>			<input type="radio"/>
Please rate the effectiveness of this training	Not effective	2	3	4	Very effective
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continue survey on next page

The following section asks you to mark the response indicating your level of agreement with each of the statements based on your experience, opinions, or perceptions. The scale ranges from 1 (Strongly Disagree) to 5 (Strongly Agree).

	Strongly Disagree	2	3	4	Strongly Agree
Supervisors at my agency include discussions of ethics when talking with their employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This agency follows up on ethical concerns that are reported by employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our agency leadership cares more about getting the job done than about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This agency practices what it preaches when it comes to ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in this agency feel comfortable talking about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You can ignore ethics and still get ahead in this agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly Disagree	2	3	4	Strongly Agree
Leadership of this agency regularly shows that it cares about ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior officials in this agency are less likely to be disciplined for violating ethical standards than other employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If ethics concerns are reported to the agency, action is taken to resolve them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors at my work location usually do not pay attention to ethics.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This agency makes a serious effort to detect violations of ethics standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees who are caught violating ethics policies are disciplined.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly Disagree	2	3	4	Strongly Agree
Employees in the agency openly discuss the ethics of their decisions and actions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethics rules and agency practices are consistent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in this agency are expected to do as they are told, no matter what.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees at all levels in this agency are held accountable for adhering to ethical standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continue survey on next page

The following section asks you to mark the response indicating your level of agreement with each of the statements based on your experience, opinions, or perceptions. The scale ranges from 1 (Strongly Disagree) to 5 (Strongly Agree).

	Strongly Disagree	2	3	4	Strongly Agree
Employees in the agency recognize ethics issues when they arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees seek advice within this agency when ethics issues arise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees are comfortable delivering bad news to their supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees here make decisions that comply with ethics policies because of the ethics program that is in place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees can talk with supervisors about problems without fear of having their comments held against them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable reporting ethics violations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When ethical issues arise, employees look for advice within the agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees in this agency do not recognize ethics issues that come up at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethics problem solving in this agency is better because of the agency's ethics program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees who report misconduct are not retaliated against.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, how often, if at all, do these types of conduct occur at your agency? The scale ranges from 1 (Never) to 5 (Very frequently).

	Never	2	3	4	Very frequently
Agency employees improperly accepting gifts given to them because of where they work or what they do in their Government jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees misusing Government property, time, or resources for inappropriate political activity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees improperly benefiting financially from work they do for the Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees misusing Government property.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees misusing Government positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees misusing official time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees improperly accepting payment for doing their Government jobs from people outside of Government.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Agency employees engaging in inappropriate political activity during official time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Continue survey on next page

Please write your responses to the following questions in the space provided.

In your opinion, what, if anything, makes it difficult for employees to comply with ethics policies?

In your opinion, what, if anything, would further assist employees to act ethically in connection with their work?

Is there anything else you would like to share or anyone you would like to recognize for providing exceptional integrity, fairness, and service to the People of the State of Illinois?

Please select the one response for each question that most closely describes you. The following items will be used at the aggregate level and will not be used to identify respondents.

How long have you worked for the State of Illinois?

- ☐ Less than 4 years
- ☐ 4 to 10 years
- ☐ 11 to 20 years
- ☐ More than 20 years

What are your financial disclosure responsibilities?

- ☐ I file an Economic Interest Statement.
- ☐ I am not required to file an Economic Interest Statement.
- ☐ I do not know my filing status.

What is your work location?

- ☐ Springfield
- ☐ Chicago
- ☐ Other

Do you hold a supervisory position?

- ☐ Yes
- ☐ No

Thank you for completing the Employee Ethics Survey!

*Please return your completed questionnaire
in the enclosed envelope – or send to:*

Survey Research Office, University of Illinois Springfield
One University Plaza, MS HRB 120; Springfield, Illinois 62703-5407

Survey Research Office

Center for State Policy & Leadership University of Illinois Springfield

The **Center for State Policy & Leadership** houses the **Survey Research Office (SRO)** at **University of Illinois Springfield**. The **Survey Research Office** is committed to conducting quality public affairs research through advanced survey technologies. The SRO specializes in public affairs research with the goal of advancing scholarly and practical research, while playing a leadership role in state and national policy development. The Survey Research Office is designed for meeting the research needs of organizations, non-profits, government agencies, University departments, and faculty members. We offer the credibility and objectivity associated with University research along with experience in conducting applied research.

The **Survey Research Office** has a computer-assisted telephone interviewing (CATI) lab, mail survey office, web survey hosting capabilities, in addition to advanced analytical services. The SRO is well-suited to help in every step of the research process. Uniquely located within the Center for State Policy & Leadership, the SRO benefits from a variety of different disciplines and intellectual assets within the Center and relies on these assets during the research process. Clients include Illinois Department of Transportation, The Greater Springfield Chamber of Commerce, Environmental Protection Agency, Quitline, and the University of Illinois system.

The **Center for State Policy & Leadership** is the policy center of the University of Illinois Springfield (UIS) with a strong commitment to conducting implementation research. The Center's staff and faculty members are committed to researching, evaluating, and implementing public policy; effectively educating citizens on public affairs issues; and finally, providing leadership and professional development programs. It is composed of nine distinct units: Institute for Legal and Policy Studies, Institute for Legislative Studies, Papers of Abraham Lincoln, Survey Research Office, Office of Graduate Intern Programs, *Illinois Issues*, Office of Electronic Media, WUIS, and the Office of the Executive Director. For more information about the Center, please visit. www.cspl.uis.edu.

Contact Information:

The Survey Research Office
Center for State Policy and Leadership
University of Illinois Springfield
One University Plaza, MS HRB 120
Springfield, IL 62703
(217)206-6591, sro@uis.edu